AFFIRMATIVE ACTION

PROGRAM

Greetings:

The Manitoba Government in co-operation with the Manitoba Government Employees' Association, is in full support of an Affirmative Action program to provide equitable employment in the Manitoba Civil Service. Four target groups have been designated for this program and include women, native people, disabled persons and visible minorities.

The Affirmative Action program is intended to ensure that all Manitobans are equitably represented in the employment of the Civil Service.

Honorable Gerrie Hammond
Minister responsible for
Affirmative Action and the
Civil Service Commission
13/11/89

AFFIRMATIVE ACTION POLICY

Policy Statement

The Government of Manitoba and the M.G.E.A. are committed to the implementation of Affirmative Action in the Manitoba Civil Service, to redress discriminatory barriers, and enhance promotion and equality of treatment within the Provincial Government for women, disabled persons, natives and visible minorities.

The union and government agree jointly to ensure Manitobans under-represented in government have access to employment and reasonable career path development within the employ, consistent with the Civil Service Act and relevant collective agreements. While periodic restraint on hiring throughout the Civil Service makes it more difficult to implement Affirmative Action, both parties are committed t establishing equitable systems. To this end joint committees at both the central and departmental level will monitor the employment policies and practices to ensure that they conform to employment equity guidelines. The departmental committee will design an annual plan to include targeted recruitment, special training and management development programs and other special measures to redress the effects of past practices and to accelerate equalized representation in the workforce. Given the systemic discrimination across Departments in the clerical category, the committees will also develop specific strategies and action to accelerate the promotion of persons classified in this category.

Gerrie Hammond
Minister responsible for
Affirmative Action and the
Civil Service Commission

Peter Olfert
President, M.G.E.A.

AFFIRMATIVE ACTION PROGRAM

OBJECTIVES:

There are three primary objectives to be achieved in the implementation of the Affirmative Action Program in the Manitoba Government:

- To attain a representative workforce reflective of the composite population of the community, wherein women, native people, physically disabled persons, and visible minorities are fairly represented throughout all levels of the Manitoba Civil Service.

- To secure an equitable non-discriminatory employment system, wherein systemic discrimination is identified, neutralized and eliminated, and human resources are managed equitably in the Manitoba Government.

- To effect special measures in the remedy of past discriminatory practices, wherein such supports and reasonable accommodations effectively remove disadvantage and enable designated target groups to compete equitably.

IMPLEMENTATION STRATEGY

The Affirmative Action program in the Government of Manitoba is implemented in accordance with the Affirmative Action Policy and identified long term program objectives. The implementation strategy used to achieve these depends on two basic elements: a **collaborative aproach**, and an **annual department plan.** The collaborative approach stresses accountability for Affirmative Action within a framework of integration into the management of human resources in government. The Department plans reflect the unique needs and human resource requirements of each specific department.

COLLABORATIVE APPROACH

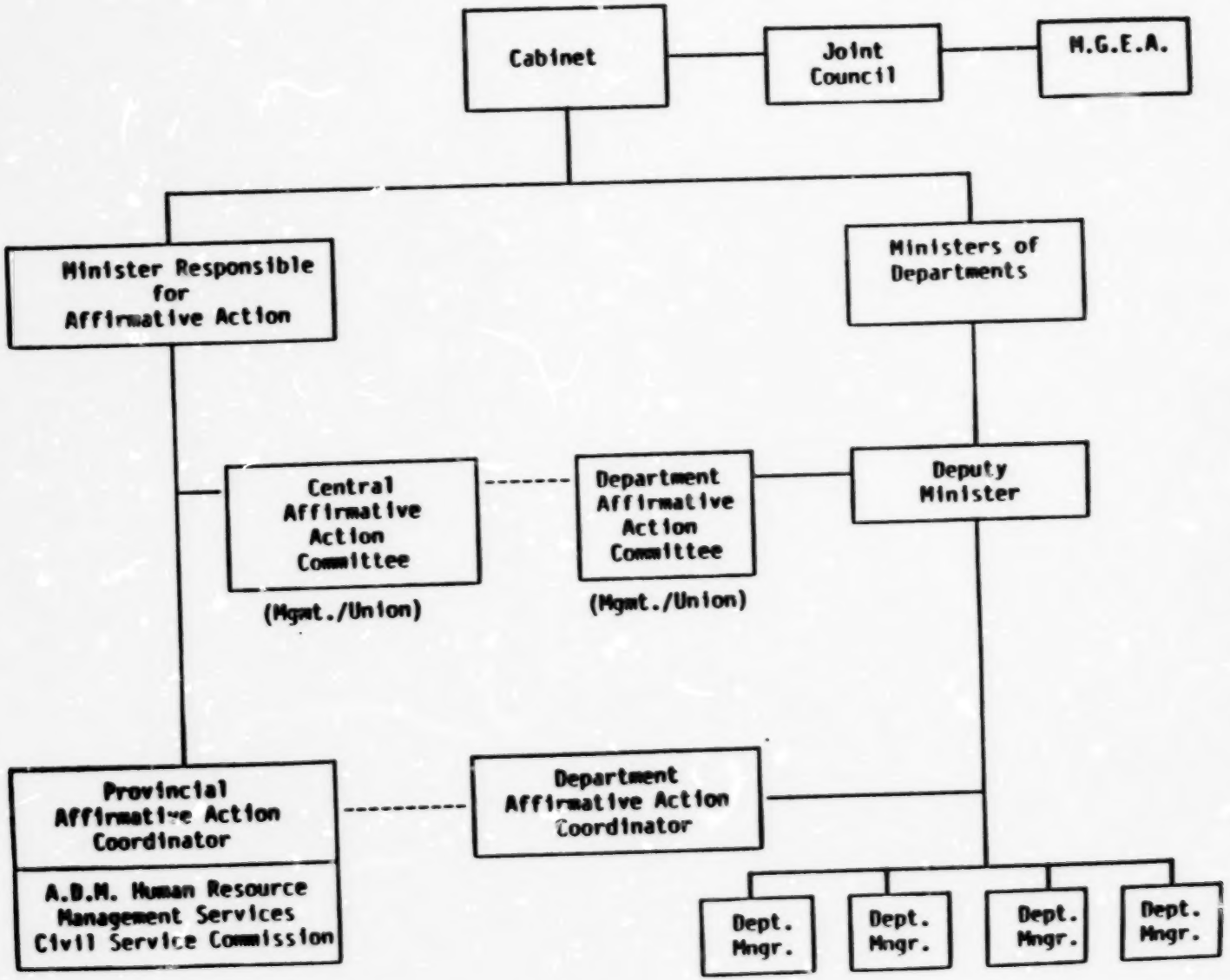
The fundamental tenet upon which the implementation of the Affirmative Action program is based in the Province of Manitoba is an "integrated collaborative approach" whereby the program objectives are incorporated into the Human Resource Management functions of government, and wherein it is important to maintain the concept of shared ownership and commitment through the joint action of the government and the M.G.E.A., and the shared efforts of central and departmental levels. The planning and implementation of Affirmative Action program activities follow from this tenet:

- **Accountability** for the Affirmative Action program is established and maintained at the **central** level. The central Affirmative Action committee is accountable for the progress of the Affirmative Action program. Three senior representatives of management and the union review and approve department plans, and interpret and recommend government policy, with liaison maintained between the committee and departments through the Provincial Affirmative Action Co-ordinator and regular reports on the progress of the program to the committee. In keeping with the integrated approach of the program with the Human Resource Management function, the Provincial Affirmative Action Co-ordinator is also the Assistant Deputy Minister of the Civil Service Commission, responsible for the management of human resources in government.

- **Responsibility** for the **planning** and **implementation** of Affirmative Action is established and maintained at the **departmental** level, in order to identify and address department specific needs. Departmental committees of management (3) and union (3) representatives develop the annual department plan; divisional managers provide input to the plan and implement the identified annual department objectives. Affirmative Action departmental co-ordinators monitor the plan and provide a liaison function. Deputy Ministers have responsibility for committing resources, integrating affirmative action into the overall department functions, and regularly reporting progress on Affirmative Action initiatives of the department.

- **Responsibility** for the **co-ordination** of the program is established and maintained through the **central** agency of the Civil Service Commission. Accordingly, statistical representation data is co-ordinated with appointment data, Affirmative Action human resource initiatives are co-ordinated with employment practices regulated under the Civil Service Act, and special measures supporting Affirmative Action are co-ordinated with policies, programs and services that provide support to departments. Results are monitored and progress regularly reported to Cabinet through the Minister responsible for Affirmative Action and the Civil Service Commission.

ACCOUNTABILITY STRUCTURE



ACCOUNTABILITY

ROLES AND RESPONSIBILITIES

CABINET/MINISTER RESPONSIBLE FOR AFFIRMATIVE ACTION

- Sets policy direction
- Approves policies and programs
- Holds Ministers and Deputy Ministers accountable.

CENTRAL AFFIRMATIVE ACTION COMMITTEE

Management
Paul Hart - CSC
Roberta Ellis-Grunfeld - Labour
Frank Maynard - Health

M.G.E.A.
Annette Maloney - Staff Rep.
Doris Holmes - Dir. Clerical comp./Chair, Women's Committee
Elaine Watt - Staff Rep. (Brandon)

Secretary - Terry Edgeworth - A.D.M. Human Resource Management, CSC

- Interprets Policies for Implementation
- Reviews and approves departmental plans and progress reports
- Reports to Minister Responsible and M.G.E.A.

DEPARTMENTAL AFFIRMATIVE ACTION COMMITTEE

- 3 Representatives of Excluded Management
- 3 Representatives Nominated by M.G.E.A.
- Develops and recommends to Deputy Minister and Central Committee Departmental Affirmative Action plans
- Monitors and reports plan implementation to Deputy Minister and Central Committee.

CIVIL SERVICE COMMISSION/A.D.M. HUMAN RESOURCE MANAGEMENT

- Develops policies and programs for Ministerial/Cabinet approval
- Communicates program policies, goals and guidelines
- Delegates staffing authority to departments
- Develops Central Support Services to departments
- Develops special cross-government initiatives
- Reviews and evaluates program effectiveness
- Liaises with target group communities

DEPARTMENTAL PERSONNEL DIRECTOR/AFFIRMATIVE ACTION COORDINATOR

- Provides support to Departmental Affirmative Action Committee
- Analyzes employment data for program plans
- Liaises with Civil Service Commission/A.D.M., Human Resource Mgmt.
- Provides progress information to Civil Service Commission/Central Affirmative Action Committee on Plan Implementation

DEPUTY MINISTER

- Sets departmental policy
- Ensures program commitment
- Retains accountability for Dept. results.

ACCOUNTABILITY

MANAGEMENT RESPONSIBILITIES

Under the collaborative approach for the implementation of Affirmative Action within the Department, Managers and Supervisors have responsibility for Affirmative Action included in their job descriptions, including the responsibility for:

- Establishing and maintaining commitment to Affirmative Action principles, the Government program and related goals.
- Providing input into the development of the annual department Affirmative Action Plan developed by the Departmental Affirmative Action Committee.
- Implementing the approved plan as it affects human resource management and other related Affirmative Action initiatives under the purview of management.

Specific responsibilities of managers and supervisors include:

- Working with the departmental Affirmative Action Co-ordinator to gather internal workforce data on the number of target group employees in the organization at all occupational levels including data related to salary, tenure, seniority and education.
- Participating in setting short and long-term Affirmative Action goals for unit(s) supervised.
- Preparing reports on a regular basis, on the progress of Affirmative Action plans in unit(s) supervised.
- Ensuring that selection standards reflect major job functions and bona fide requirements when filling a position within the organization.
- Maintaining an awareness throughout the selection process of Affirmative Action goals.
- Identifying career paths for target group employees, and ensuring that target group employees are considered for promotion of all jobs.
- Ensuring that job descriptions reflect actual tasks performed.
- Ensuring responsibility for Affirmative Action is written into subordinate managers' and supervisors' job descriptions and performance evaluations.
- Ensuring new employees are informed of the Affirmative Action program.
- Initiating special measures where necessary to redress the effects of past practices and to accelerate the objectives for equalizing representation in the government workforce, including the provision of reasonable accommodation where necessary.

ACCOUNTABILITY

TERMS OF REFERENCE - CENTRAL AFFIRMATIVE ACTION COMMITTEE

The Central Committee is responsible for the implementation of the policy statement issued by the Manitoba Provincial Government and the Manitoba Government Employees Association, for all departments and agencies that fall within jurisdiction of the Manitoba Civil Service Commission. This will be achieved by:

- Establishing commitment within Departments for Affirmative Action.
- Setting and establishing long term goals and timetables for Provincial Government Departments, and agencies that fall within the jurisdiction of the Manitoba Civil Service Commission.
- Issuing Affirmative Action guidelines to departments and agencies.
- Reviewing and approving Departmental Affirmative Action Plans.
- Resolving problems that arise in planning and implementing the Affirmative Action program, that cannot be resolved at the departmental level.
- Monitoring the implementation and achievement of goals, within the proposed time frames.
- Reporting annually to Cabinet and the Executive of M.G.E.A. on the government program, results of the implementation, and the achievement of Departmental Action plans.

ACCOUNTABILITY

TERMS OF REFERENCE DEPARTMENTAL AFFIRMATIVE ACTION COMMITTEE

The Departmental Affirmative Action Committee is formed in accordance with the M.G.E.A./Provincial Government Affirmative Action Policy, signed in January, 1983. Under the Terms of Reference, the purpose and responsibilities of the Departmental Committee include:

- Developing the Departmental Affirmative Action Plan, and submitting the plan to the Central Affirmative Action Committee for approval.

- Recommending to the Deputy Minister the Affirmative Action Plan, indicating the human resources required or to be redeployed under Affirmative Action and the budget to be included from Affirmative Action in the estimates process.

- Establishing commitment in the department through an annual communication and information strategy.

- Solving problems as they arise from the development and implementation of the Affirmative Action Plan.

- Monitoring objectives and making recommendations to the Affirmative Action Plan; and reporting on an ongoing basis to the Central Committee, regarding the disposition of the Affirmative Action Plan and achievement of department Affirmative Action objectives.

NUMERICAL GOALS AND TIMETABLES

Numerical goals are established as a statistical measure of the progress of the Affirmative Action program. They are used as the basis of planning and monitoring target group representation.

REPRESENTATION:

- Representation is a key component of Affirmative Action for determining adverse impact of employment practices on target groups and progress in eliminating systemic barriers. Progress of the Affirmative Action program is therefore indicated by an increase in representation, and is the primary objective of the Affirmative Action program.

- Representation of target groups is equitable when it reflects proportionately the composite population of the community.

LONG TERM GOALS:

- The long term goal of the Affirmative Action program is that the composition of the Manitoba Civil Service be reflective of the makeup of the Manitoba population in general. To this end, long term goals of **Women 50%, Native 10%, Physically Disabled 7%, and Visible Minorities 6%** have been established and that such representation be reflected throughout all levels in the Manitoba Civil Service. The original timetable established to accomplish this was 20 years from the onset of the program in 1984.

SHORT TERM TARGETS:

- In the early stages of the program the focus was on establishing the planning process and obtaining plans from Departments as developed by their joint union/management Affirmative Action Committee. As the program has progressed, Departments are now expected to establish **1 year, 3 year, and 5 year numerical targets by target group** as part of their **annual affirmative action plan.** These plans are to be submitted for review by the Central Affirmative Action Committee. Targets are to be based on anticipated **turnover** and **labor force availability.**

MONITORING & CONTROL

The Civil Service Commission has responsibility for monitoring the government Affirmative Action program, implementation progress, and results.

Monitoring: Department Plans

- Department plans are monitored to ensure that each department committee reviews the plan regularly and submits an **Annual Plan** to the Central Affirmative Action Committee.

- Department plans are monitored for inclusion of:
  - o annual **numerical targets** on specific under-represented classifications
  - o communication strategy
  - o department initiatives

Monitoring: Statistical Data

- Employee record systems have been amended to capture Affirmative Action data as provided by self-declaration. The first complete picture of target group representation in government was established in 1987 and provides a base for comparison of changes in target group representation within the Manitoba Civil Service.

- The employee data base, and therefore target group representation throughout the system, is updated as new employees are appointed to the civil service, and as existing employees choose to self-declare by advising their departmental personnel office.

- Competitions are monitored and flow data recorded on the number of target group applicants at each stage of the competition process. The number of applicants, the number boarded, and the number subsequently appointed are recorded for each competition. This data is used to assess the relative success of target group applicants in relation to the applicant pool in general and to obtain an indication of whether affirmative action is being considered as a factor in the selection process. The data also gives indications of whether greater efforts at outreach recruitment are required or whether other barriers exist requiring more detailed examination.

- The Target group distribution of all new appointments to the civil service is tracked to monitor progress and trends. As well, promotions are also tracked to examine representation. Tracking also includes examining the representation of women in non-traditional roles and in executive positions.

- With the incorporation of target group data in the employee data base analysis of representation by occupational group and specific classification both at the department level or for the civil service as a whole is possible.

MONITORING & CONTROL

Reporting and Control

- **Progress** on numerical representation is computed quarterly and **reported to departments** by the Civil Service Commission. Departments that are steadily increasing representation of target groups are identified. Departments are also identified where progress is not resulting in increased representation.

- The **control mechanism** used to address progress by Departments is consistent with the integration of Affirmative Action into Human Resource Management. Where departments have delegated employing authority, they are also monitored for Affirmative Action results. Where results are not forthcoming departments may **forfeit** their **delegated staffing authority.**

- Progress **reports on the implementation of department plans** are submitted regularly by departments to the Civil Service Commission.

- Where progress in the implementation of the department plan may be lagging by departments, this may be brought to the attention of the Central Affirmative Action Committee for review and recommendations. A specific strategy may be worked out to address the situation based on the unique needs of each department and department plan.

- Statistical and other data indicating progress on the Affirmative Action program and implementation results is regularly **reported to cabinet** by the Minister responsible for Affirmative Action.

PUBLICITY

The public interest in Affirmative Action, and employee support of the program is critical to its success. Receptivity to the program is therefore enhanced by effective communications of the principles of Affirmative Action and program initiatives, as well as ongoing publicity of recruitment activities, delivery of training programs, and support measures. These activities are communicated by

- Identifying the Government of Manitoba as an Affirmative Action employer in every job and advertisement of openings in the Civil Service.

- Identifying Affirmative Action as a factor in the selection process, selection criteria or selection decision of under-represented positions when the job opening is bulletined.

- Accommodating special needs in the communication of information about job openings through a T.D.D. line for hearing impaired, recorded bulletins for visually impaired, sending bulletins to special interest organizations like C.N.I.B., when appropriate for braille translation or other types of technical accommodation.

- Advertising job openings in special interest newspapers, and locations accessed by target groups.

- Promoting awareness of the Affirmative Action program through orientation sessions to the public and to employees within the Civil Service.

- Informing management, affirmative action co-ordinators and committees and human resource personnel of Affirmative Action requirements and their respective responsibilities through orientation, skill training, program updates, and department specific requests.

- Maintaining an awareness of Affirmative Action objectives in all staff training offered to government employees, and integration of Affirmative Action with the training objectives.

- News releases, special communiques and updates of new and on-going training initiatives in support of target groups, such as the Career Development Program and Executive Development of Women.

- Reporting the results of Affirmative Action, upcoming training activities, and special measures initiated by the Civil Service, as regular feature articles in the government publication "Inside Outlook".

EMPLOYMENT PRACTICE REVIEW

Under the Affirmative Action program, the Government of Manitoba has been undertaking a review of the employment system, and the formal and informal practices that may result in an impact on target groups. Centrally, several policies and practices have been reviewed, and changes to the employment system are made accordingly.

- A review of classification specifications was undertaken at the outset of the Affirmative Action program to identify barriers and ensure that qualifications and physical requirements of the job are bona fide

- A policy is also in progress on the use of credentials, credentialism, and bona fide education and experience requirements in government staffing.

- A review of educational leave practices in government was undertaken to identify any adverse effects on designated target groups. New policy considerations for Educational Leave and Assistance are in progress.

- The recruitment practices of government have been reviewed extensively. An employment counselling and support service has been developed and outreach recruitment activities have been established to support Affirmative Action recruitment activities.

- The competition system has been reviewed and several measures established to integrate Affirmative Action into the staffing process and the competitive examination of competence of candidates in screening and interviewing etc. Other measures include establishing the government as an Affirmative Action employer on every job bulletin; developing a policy on the inclusion of preference and Affirmative Action under-representation in selection criteria; as well as targeting entry level job openings for target group applicants where relevant.

- Policies in support of Affirmative Action have been developed or are in progress. These include policies on sexual harassment, job share, technical aids, and reasonable accommodation etc.

- Many of the benefits to women provided by the Manitoba Government as an employer have been reviewed within the collective agreements and accord with Affirmative Action, including pro-rata benefits for women working part time, maternity, and extended child care leave, job share, and pay equity, etc.

Departments also have responsibility to review both formal and informal employment practices under Affirmative Action. Job descriptions are updated regularly and staffing measures are revised where departments have delegated staffing authority. Departments with staffing authority are required to include an Affirmative Action strategy when submitting staffing requests for ministerial approval.

SPECIAL MEASURES

TARGET GROUP RECRUITMENT INITIATIVES

Special measures are provided to designated target groups to remedy the effects of discriminatory practices and provide supports and reasonable accommodation to remove disadvantage and enable target groups to compete equitably.

- An office for Employment Counselling and Support Services, particularly to target groups, has been established as a recruitment measure. This office maintains outreach to designated target groups in the community to post Civil Service Job Bulletins. Staff also provide assistance to clients in developing employment strategies, writing resumes, developing and refining interview skills, and in understanding the recruitment and selection process of the Manitoba Civil Service.

- The Employment Counselling and Support Services office also establishes and maintains an applicant inventory of target group candidates for referral to employment opportunities.

- Another recruitment measure is advertisement of job openings in special interest newspapers relevant to target groups.

- Job Bulletins identify the Manitoba Government as an Affirmative Action employer and specify Affirmative Action to be used in the selection process or preference to be given to specific under-represented target groups.

- Career symposiums are used for outreach recruitment to potential graduates to inform the public and designated groups of the Affirmative Action program and the supports available to target groups.

- Reasonable accommodation is provided to target groups, especially to persons with disabilities, with technical aids to enable them to perform particular job functions. Accommodations may also be made through job redesign. These services are offered to target groups through the Employment Counselling and Support Services office.

- A loop-system has been installed in the board room of Employment Counselling and Support Services for use by government departments to interview candidates with a hearing impairment, or to provide career counselling services to hearing impaired candidates. Also available is on T.D.D. line, ASL and other signing and interpreter services to the deaf community.

- A recorded job-line service is available for visually impaired persons. The telephone line provides auditory information about job bulletins and openings.

SPECIAL MEASURES

TRAINING AND SUPPORT INITIATIVES

Special training programs for target groups have been initiated under the Manitoba Government Affirmative Action program:

- The **"Career Development Program"** is a preparatory program of up to two years to provide development opportunities for target group individuals. The program provides an assessment center for the selection of candidates, special training, and rotational assignments to gain new experience for advancement in administrative, middle management, or professional fields.

- An **"Executive Development Program for Women"** is also underway to prepare professional women in the civil service for senior management positions.

- Departments have also created specific types of programs to meet development and training needs of staff in the clerical component. Programs such as the **C.A.M.E.O.** program (Career Advancement for Manitoba Educational Opportunities) in the Department of Education, and the **M.O.V.E.** program (Motivational Opportunity for Vocational Enhancement) in the department of Culture are two such programs. Job rotation is also used by departments to provide experience for clerical and support staff and women in non-traditional roles.

SPECIAL MEASURES

BENEFITS TO WOMEN

Many provisions and regulations within the Civil Service have been introduced over the past several years are a direct result of the greater participation of women in the Manitoba labour force in general and the Manitoba Civil Service in particular. These benefits are measures supporting the particular needs of women in the workforce and include:

- **Paid Maternity Leave**
  Manitoba was one of the first provinces to introduce paid maternity leave benefits, for women to maintain their economic security and full benefits for an approved pregnancy leave. Women are guaranteed the right to return to their position upon completion of their leave of absence due to pregnancy.

- **Part-time Benefits**
  The Province of Manitoba was also one of the first employers to pro-rate part-time benefits. As a result, women choosing to work part-time when raising children can continue to maintain their skills, contribute to family income, and accumulate benefits on a pro-rated basis while addressing child care needs.

- **Job-share Work-share Arrangements**
  Manitoba was also a pioneer in the introduction of job-share and work-share arrangements, whereby two persons can share one job and split the salary and benefits on a pro-rated basis. The number of job share and work-share arrangements in the civil service has increased as employees, supervisors and management become aware of and amenable to this option.

- **Bridging of Service Provision**
  The specific provisions in the Collective Agreement and Regulations of the Civil Service Act allow employees to take a break in service for up to six years for the purpose of child care. Under the agreement, full service credits and benefits are reinstated on the return to re-employment in the civil service. This includes sick leave, vacation, pensions and other accumulated benefits.

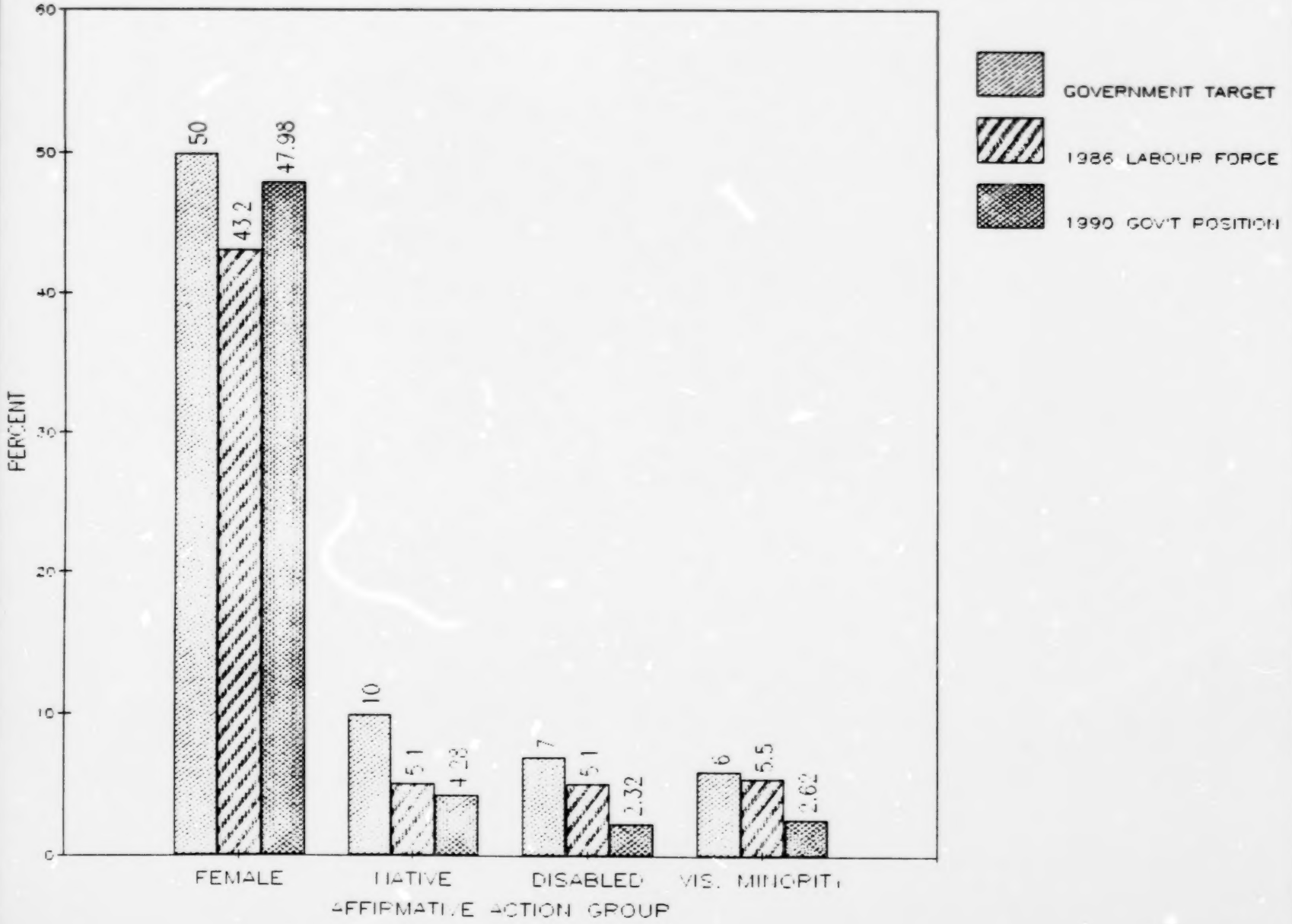
- **Pay Equity**
  Manitoba was one of the first provinces to introduce a pro-active legislative model for the introduction of pay equity within its civil service. 5,000 civil service employees, 92% of which are women, are affected by these adjustments. The final portion of the adjustment will be effective in September 22, 1990 at which time women within the bargaining unit will be earning an average hourly rate of 93% of their male counterparts. This compares with 67% in the general labour force.

AFFIRMATIVE ACTION

PROGRAM UPDATE

Manitoba
Civil Service
Commission

Prepared June 1990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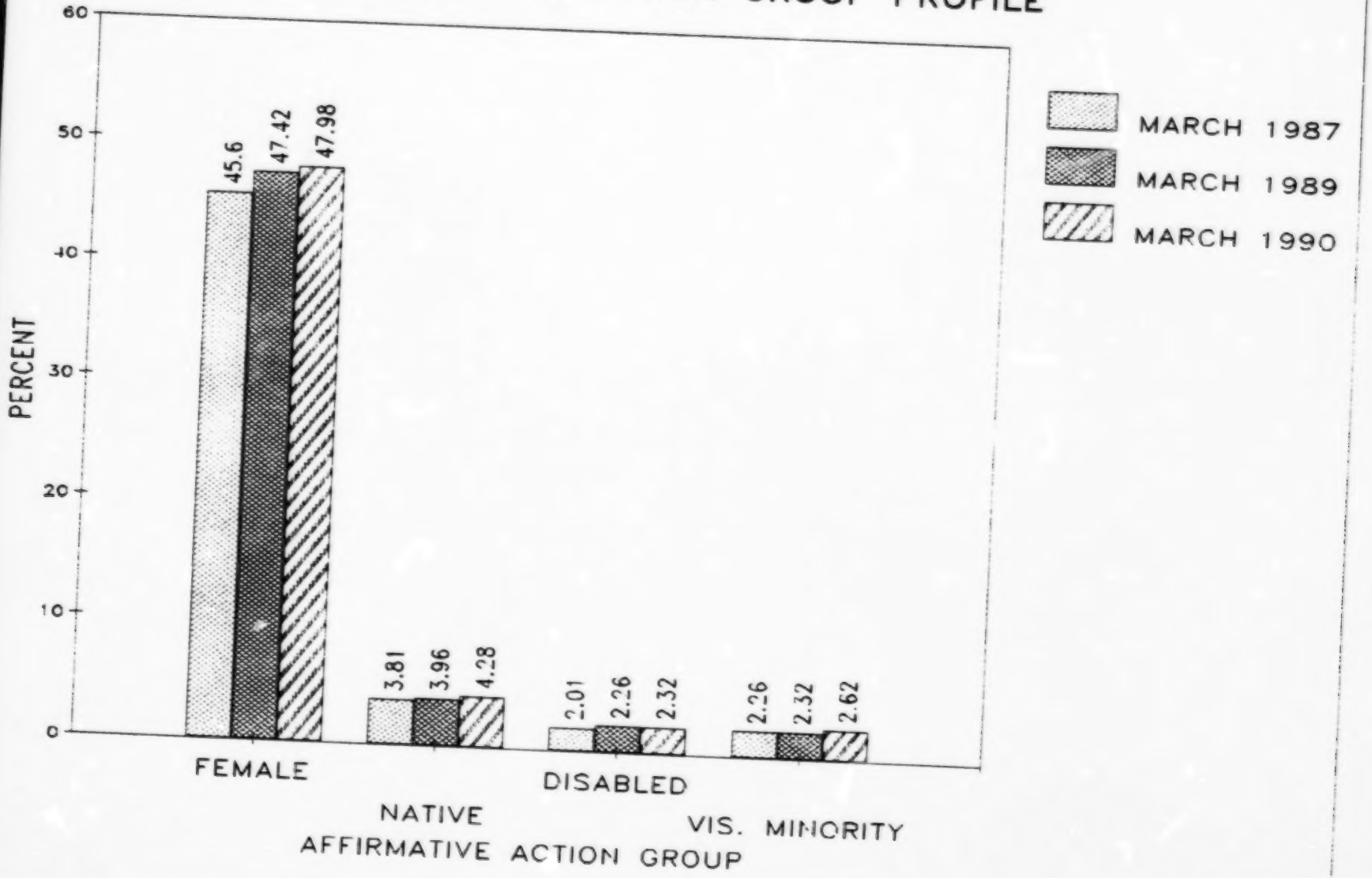
FEMALE
NATIVE
DISABLED
VIS. MINORITY
AFFIRMATIVE ACTION GROUP
GOVERNMENT TARGET
1986 LABOUR FORCE
1990 GOVT POSITION

GOVERNMENT OF MANITOBA
AFFIRMATIVE ACTION GROUP PROFILE



MANITOBA CIVIL SERVICE COMMISSION
IN ACTUAL # OF EMPLOYEES

1987 VS. 1990

	MARCH 1987	MARCH 1990	INCREASE
WOMEN	8,263	9,191	11.2%
NATIVE	691	819	18.5%
DISABLED	364	445	22.3%
VISIBLE MINORITY	410	501	22.2%
OTHER (MALE)	9,859	9,964	1.1%

NOTE: 1. Representation is based on voluntary self declaration.

2. All target groups are increasing at a significantly faster rate than non target groups.

APPOINTMENTS THROUGH THE COMPETITION PROCESS

FISCAL YEARS 1987/88, 1988/89, AND 1989/90

SUMMARY DATA

	1987/88		1988/89		1989/90	
TOTAL COMPETITIONS	836		730		883	
TOTAL APPLICANTS	23,666		19,261		20,538	
TOTAL APPOINTMENTS	1,166		1,037		1,185	
INTERNAL APPOINTMENTS	632	(54.3%)	600	(57.9%)	708	(59.7%)
EXTERNAL APPOINTMENTS	534	(45.7%)	437	(42.1%)	477	(40.3%)

COMPETITION DATA

	MARCH 1987	MARCH 1988	MARCH 1989	MARCH 1990
NATIVE	2.26%	5.15%	6.75%	7.26%
DISABLED	1.13%	1.37%	2.51%	1.60%
VISIBLE MINORITIES	2.91%	4.55%	2.80%	3.80%
TOTAL	6.30%	11.07%	12.06%	12.66%

SUCCESS RATE IN COMPETITION

OVERALL AVERAGE	5,77%
ABORIGINAL PEOPLES	12.74%
% OF TOTAL APPLICANTS	3.29%
DISABLED PERSONS	5.99%
% OF TOTAL APPLICANTS	1.54%
VISIBLE MINORITIES	4.23%
% OF TOTAL APPLICANTS	5.18%

APPOINTMENT DATA

New Appointments

	MARCH 1987	MARCH 1988	MARCH 1989	MARCH 1990
NATIVE	5.25%	5.90%	7.61%	6.60%
DISABLED	.96%	1.31%	2.45%	1.62%
VISIBLE MINORITIES	3.86%	4.59%	4.19%	4.25%
TOTAL	10.07%	11.80%	14.25%	12.47%

APPOINTMENT DATA

In-Service Appointments

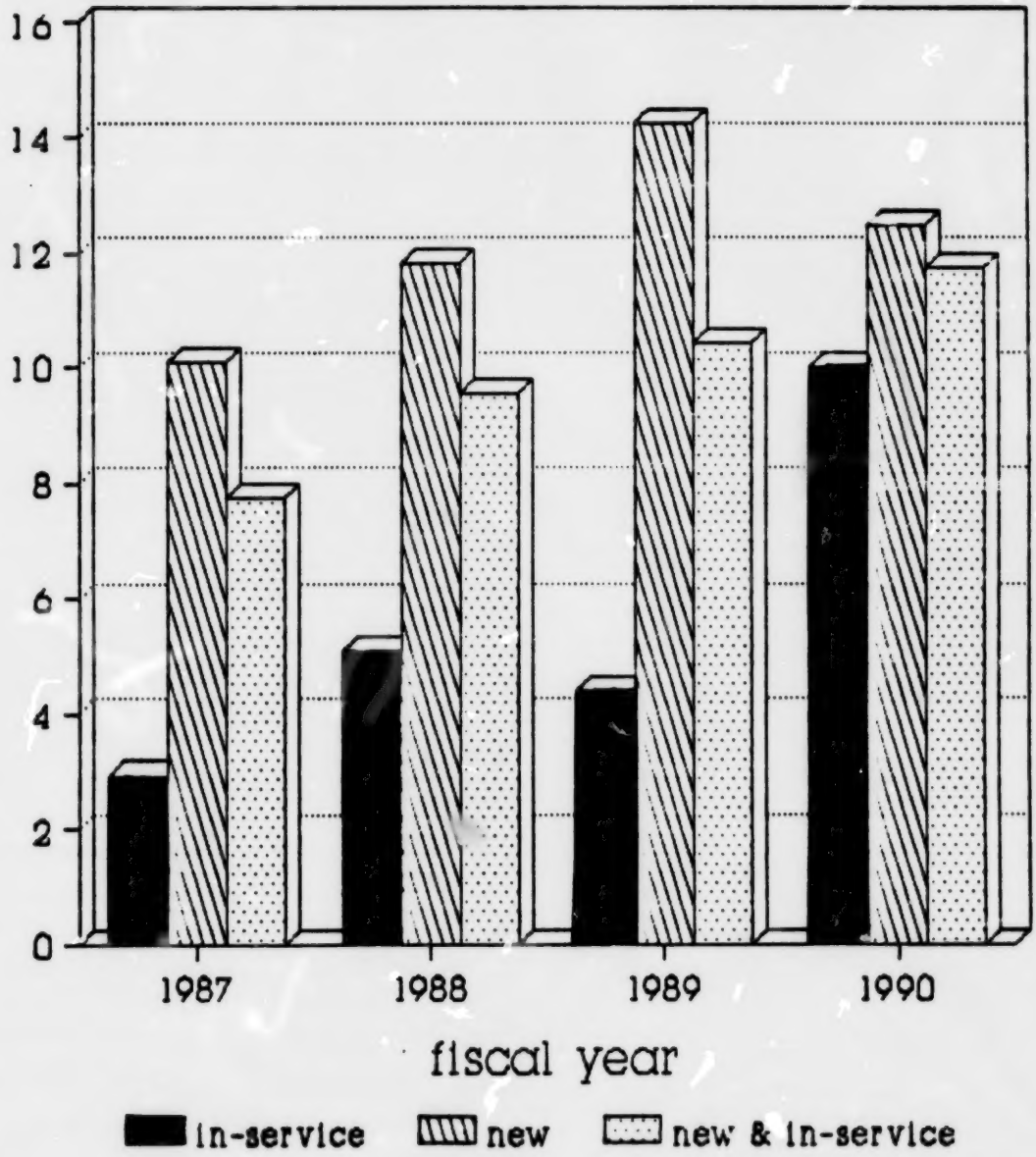
	MARCH 1987	MARCH 1988	MARCH 1989	MARCH 1990
NATIVE	.81%	1.73%	1.65%	4.45%
DISABLED	.57%	.47%	.72%	2.64%
VISIBLE MINORITIES	1.55%	2.91%	2.04%	2.91%
TOTAL	2.93%	5.11%	4.41%	10.00%

APPOINTMENT DATA

New & In-Service Appointments

	MARCH 1987	MARCH 1988	MARCH 1989	MARCH 1990
NATIVE	3.80%	4.50%	5.28%	5.96%
DISABLED	.83%	1.03%	1.78%	1.92%
VISIBLE MINORITIES	3.10%	4.03%	3.35%	3.85%
TOTAL	7.73%	9.56%	10.41%	11.73%

APPOINTMENT DATA



APPOINTMENT STATISTICAL SUMMARY BY COMPONENT
FOR THE FISCAL YEAR MARCH 25, 1989 - MARCH 23, 1990

	NEW APPOINTMENTS TO THE CIVIL SERVICE					PROMOTIONS OF EXISTING EMPLOYEES*				
	# APPTS	% OF TOTAL APPOINTMENTS	# MALE	# FEMALE	FEMALE AS A % OF APPTS IN COMPONENT	# APPTS	% OF TOTAL APPOINTMENTS	# MALE	# FEMALE	FEMALE AS A % OF APPTS IN COMPONENT
• ADMINISTRATION	97	3.75%	54	43	44.33%	156	14.18%	73	83	53.21%
• CLERICAL	892	34.44%	94	798	89.46%	370	33.64%	25	345	93.24%
• CORRECTIONS	133	5.14%	83	50	37.59%	27	2.45%	26	1	3.70%
• EDUCATION	418	16.14%	174	244	58.37%	27	2.45%	13	14	51.85%
• EXCLUSIONS	39	1.51%	21	18	46.15%	78	7.09%	33	45	57.69%
• EXECUTIVE LEVEL	14	0.54%	12	2	14.29%	59	5.36%	47	12	20.34%
• HEALTH	255	9.85%	6	249	97.65%	37	3.36%	16	21	56.76%
• LEGAL INSPECT REGULATORY	51	1.97%	27	24	47.06%	82	7.45%	43	39	47.56%
• L.A.L.A.	2	0.08%	0	2	100.00%	1	0.09%	1	0	0.00%
• M.A.C.A.	12	0.46%	6	6	50.00%	12	1.09%	10	2	16.67%
• M.M.A.	11	0.42%	7	4	36.36%	1	0.09%	1	0	0.00%
• MISCELLANEOUS	0	0.00%	0	0	0.00%	0	0.00%	0	0	0.00%
• O.P.E.E.P.M.	10	0.39%	10	0	0.00%	12	1.09%	12	0	0.00%
• PHYSICAL SCIENCES	79	3.05%	58	21	26.58%	73	6.64%	58	15	20.55%
• SOCIAL	324	12.51%	107	217	66.98%	114	10.36%	37	77	67.54%
• TRADES	253	9.77%	170	83	32.81%	51	4.64%	36	15	29.41%
*** TOTAL ***	2590		829	1761	67.99%	1100		431	669	60.82%

• Includes promotions as a result of competitions as well as promotions resulting from reclassifications.

Prepared: 05/03/90
APPTBU.WK1(ED)

WOMEN IN MALE-DOMINANT ROLES

SEPT '85	SEPT '86	SEPT '88	SEPT '89
8.70%	9.75%	10.46%	11.79%

WOMEN IN SENIOR MANAGEMENT

SEPT '85	SEPT '86	SEPT '88	SEPT '89
3.52%	6.46%	15.32%	15.32%

COMPETITION ANALYSIS
MALE DOMINATED CLASSIFICATIONS
FOR THE 1989 - 1990 FISCAL YEAR

DEPARTMENT / / CLASSIFICATION	# COMP	APPLICATIONS MALE	APPLICATIONS FEMALE	BOARDED MALE	BOARDED FEMALE	APPOINTED MALE	APPOINTED FEMALE	% APPOINTED
AGRICULTURE .G3/4, SC1	7	147	62	21	15	5	2	28.57%
JUSTICE .OC1/2/3,SO2/3,TI1,X2B,RF1,TN3	28	655	205	230	69	43	17	28.33%
FINANCE .CI2, A3, CP3, X2B	6	182	67	28	19	2	4	66.67%
GOVERNMENT SERVICES .MM3,TRH,MAN,BD2,MM1,TE2,BG,SM3,SC1	11	208	10	61	7	8	3	27.27%
FAMILY SERVICES .A3, JC2	3	10	13	4	4	1	2	66.67%
INDUSTRY, TRADE & TOURISM .IC3/4, SC1	10	478	96	44	20	7	3	30.00%
LABOUR .AL2	1	40	11	7	3	1	0	0.00%
NATURAL RESOURCES .EG3,RS3/5,BL3,EA4,TE2,DM3,A3,NR4	15	216	32	112	10	14	3	17.65%
RURAL DEVELOPMENT .LP3/5, CP3, X2B	5	76	17	26	9	4	1	20.00%
HIGHWAYS & TRANSPORTATION .DM4, AE2, RM1, AQ1, M2S, EG3 EG2, ME2, TE1, EG4, MV1, EG5	37	450	29	161	24	35	4	10.26%
EDUCATION .CCC, CIB, X2B, ES3, TA2, PCD	26	290	97	93	38	21	8	27.59%
NORTHERN AFFAIRS .CU2, EA4	2	15	0	7	0	2	0	0.00%
HEALTH .PY3	2	4	8	3	6	0	2	100.00%
M.H.S.C. .X2B, AAN, CP3	4	62	26	14	10	2	2	50.00%
ENERGY & MINES .GE3, EG5, TE1	3	56	4	13	2	2	1	33.33%
HOUSING .MAN, CU2	2	74	0	11	0	2	0	0.00%
ENVIRONMENT .EO2/3	2	141	27	10	2	2	0	0.00%
*** TOTAL	164	3104	704	845	238	151	52	25.62%

COMPARISON OF MALE-DOMINATED CLASSIFICATIONS

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	SEPTEMBER 1986 # MALE	SEPTEMBER 1986 # FEMALE	SEPTEMBER 1986 % FEMALE	SEPTEMBER 1989 # EMPL	SEPTEMBER 1989 # MALE	SEPTEMBER 1989 # FEMALE	SEPTEMBER 1989 % FEMALE	
A3	ACCOUNTANT 3	31	24	7	22.58%	36	24	12	33.33%	**
A4	ACCOUNTANT 4	7	6	1	14.29%	7	7	0	0.00%	*
AAN	ADMIN ANALYST	15	14	1	6.67%	10	7	3	30.00%	
XO3	ADMIN OFFICER 3	83	68	15	18.07%	84	60	24	28.57%	
XO4	ADMIN OFFICER 4	57	50	7	12.28%	63	49	14	22.22%	
AG1	AG TECHNOLOGIST 1	1	1	0	0.00%	4	4	0	0.00%	*
AG3	AG TECHNOLOGIST 3	17	16	1	5.88%	20	19	1	5.00%	
AG4	AG TECHNOLOGIST 4	13	12	1	7.69%	11	10	1	9.09%	
G2	AGROLOGIST 2	16	10	6	37.50%	13	8	5	38.46%	**
G3	AGROLOGIST 3	101	92	9	8.91%	106	98	8	7.55%	
G4	AGROLOGIST 4	17	16	1	5.88%	19	17	2	10.53%	
G5	AGROLOGIST 5	11	11	0	0.00%	12	12	0	0.00%	
AE2	AIRCRAFT MAINT ENG 2	10	10	0	0.00%	16	16	0	0.00%	
AQ1	AIRPORT EQUIP OFFICER 1	10	10	0	0.00%	11	11	0	0.00%	
RM1	AIRPORT MANAGER	10	10	0	0.00%	14	13	1	7.14%	
AL2	APPRENTICESHIP COUN 2	11	8	3	27.27%	10	7	3	30.00%	
AS2	ASSESSMENT OFFICER 2	17	13	4	23.53%	2	2	0	0.00%	*
AS3	ASSESSMENT OFFICER 3	37	37	0	0.00%	44	38	6	13.64%	
AS4	ASSESSMENT OFFICER 4	19	19	0	0.00%	25	25	0	0.00%	
AS5	ASSESSMENT OFFICER 5	8	8	0	0.00%	10	10	0	0.00%	
AS6	ASSESSMENT OFFICER 6	12	12	0	0.00%	10	10	0	0.00%	
ADR	ASST DISTRICT REGISTRAR	7	7	0	0.00%	18	17	1	5.56%	
AF2	ASST FIRE COMMISSIONER 2	9	9	0	0.00%	5	4	1	20.00%	*
AF3	ASST FIRE COMMISSIONER 3	10	10	0	0.00%	11	11	0	0.00%	
AOE	ASST POWER ENG'R 1ST CLAS	23	23	0	0.00%	18	18	0	0.00%	
AWS	ASST WORK SUPERVISOR	83	82	1	1.20%	108	105	3	2.78%	
BB1	ATTORNEY	14	10	4	28.57%	22	13	9	40.91%	**
AN1	AUDIT ACCOUNTANT 1	29	23	6	20.69%	25	16	9	36.00%	**
AN2	AUDIT ACCOUNTANT 2	17	15	2	11.76%	18	17	1	5.56%	
AZ2	AUDIT MANAGER 2	--	--	--	--	10	10	0	0.00%	
AEM	AUTO EQUIPMENT MECHANIC	18	18	0	0.00%	17	17	0	0.00%	
BHC	BEHAVIOUR COUNSELLOR	5	3	2	40.00%	9	7	2	22.22%	*
BL2	BIOLOGIST 2	8	8	0	0.00%	8	7	1	12.50%	*
BL3	BIOLOGIST 3	30	30	0	0.00%	28	28	0	0.00%	
BD2	BUILDING MANAGER 2	16	16	0	0.00%	15	14	1	6.67%	
BD3	BUILDING MANAGER 3	14	14	0	0.00%	20	19	1	5.00%	
BD4	BUILDING MANAGER 4	10	10	0	0.00%	11	11	0	0.00%	
BW2	BUILDING SERVICE WORKER 2	20	17	3	15.00%	17	12	5	29.41%	
BW3	BUILDING SERVICE WORKER 3	9	6	3	33.33%	10	7	3	30.00%	
CCC	CH COMMUNITY COLLEGE	8	8	0	0.00%	10	9	1	10.00%	
CCD	CHAIR, COMMUNITY COLLEGE	15	12	3	20.00%	3	3	0	0.00%	*
CH1	CHEMIST 1	11	8	3	27.27%	11	5	6	54.55%	**
CH2	CHEMIST 2	9	8	1	11.11%	10	8	2	20.00%	
CIB	COMMUNITY COLL INSTR B	319	237	82	25.71%	324	232	92	28.40%	
CI2	COMPLIANCE OFFICER 2	42	40	2	4.76%	38	35	3	7.89%	
CI3	COMPLIANCE OFFICER 3	11	11	0	0.00%	10	10	0	0.00%	
CP1	COMPUTER PROGRAMMER 1	24	18	6	25.00%	23	13	10	43.48%	**
X2B	COMPUTER PROGRAMMER 2B	27	21	6	22.22%	50	37	13	26.00%	
CP3	COMPUTER PROGRAMMER 3	10	9	1	10.00%	20	17	3	15.00%	
CU1	CONSTRUCTION SUPERVISOR 1	49	48	1	2.04%	42	42	0	0.00%	
CU2	CONSTRUCTION SUPERVISOR 2	18	18	0	0.00%	19	19	0	0.00%	

COMPARISON OF MALE-DOMINATED CLASSIFICATIONS

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	SEPTEMBER 1986 # MALE	SEPTEMBER 1986 # FEMALE	SEPTEMBER 1986 % FEMALE	SEPTEMBER 1989 # EMPL	SEPTEMBER 1989 # MALE	SEPTEMBER 1989 # FEMALE	SEPTEMBER 1989 % FEMALE	
CWR	CONSTRUCTION WORKER	30	30	0	0.00%	26	26	0	0.00%	
CX2	CONTROL SURVEYOR 2	15	15	0	0.00%	0	0	0	0.00%	*
TI1	CORRECTION TRADES INSTR 1	13	10	3	23.08%	19	15	4	21.05%	
TI2	CORRECTION TRADES INSTR 2	4	4	0	0.00%	12	11	1	8.33%	
OC1	CORRECTIONAL OFFICER 1	349	279	70	20.06%	499	369	130	26.05%	
OC2	CORRECTIONAL OFFICER 2	36	35	1	2.78%	39	37	2	5.13%	
OC3	CORRECTIONAL OFFICER 3	29	24	5	17.24%	35	30	5	14.29%	
RF1	CORRECTIONAL SERV OFF 1	11	9	2	18.18%	20	16	4	20.00%	
DEX	DOCUMENT EXAMINER	12	10	2	16.67%	16	11	5	31.25%	**
DM3	DRAFTING TECHNICIAN 3	44	37	7	15.91%	35	27	8	22.86%	
DM4	DRAFTING TECHNICIAN 4	46	45	1	2.17%	52	50	2	3.85%	
DX1	DRIVER EXAMINER 1	14	12	2	14.29%	5	1	4	80.00%	*
DX2	DRIVER EXAMINER 2	16	15	1	6.25%	25	18	7	28.00%	
DX3	DRIVER EXAMINER 3	13	13	0	0.00%	13	12	1	7.69%	
IC2	ECON DEV CONSULTANT 2	12	10	2	16.67%	14	10	4	28.57%	
IC3	ECON DEV CONSULTANT 3	14	12	2	14.29%	17	15	2	11.76%	
IC4	ECON DEV CONSULTANT 4	36	35	1	2.78%	39	38	1	2.56%	
ER2	ECON RESEARCH ANALYST 2	15	11	4	26.67%	10	4	6	60.00%	**
ER3	ECON RESEARCH ANALYST 3	14	12	2	14.29%	10	10	0	0.00%	
EB5	ECON SECURITY COUN 5	9	9	0	0.00%	10	9	1	10.00%	
EB3	ECONOMIC SECURITY COUN 3	14	10	4	28.57%	15	9	6	40.00%	**
EAC	ED ADMIN CONSULTANT	10	10	0	0.00%	10	9	1	10.00%	
EDO	EDUCATION DEV OFFICER	3	3	0	0.00%	11	8	3	27.27%	
EG2	ENGINEER 2	17	16	1	5.88%	30	17	13	43.33%	**
EG3	ENGINEER 3	38	36	2	5.26%	42	40	2	4.76%	
EG4	ENGINEER 4	50	50	0	0.00%	47	47	0	0.00%	
EG5	ENGINEER 5	47	47	0	0.00%	50	50	0	0.00%	
EA1	ENGINEERING AID 1	250	208	42	16.80%	160	138	22	13.75%	
EA2	ENGINEERING AID 2	307	298	9	2.93%	266	242	24	9.02%	
EA3	ENGINEERING AID 3	106	104	2	1.89%	127	126	1	0.79%	
EA4	ENGINEERING AID 4	131	131	0	0.00%	123	121	2	1.63%	
EO1	ENVIRONMENTAL OFF 1	11	10	1	9.09%	2	2	0	0.00%	*
EO2	ENVIRONMENTAL OFF 2	9	9	0	0.00%	15	13	2	13.33%	
EO3	ENVIRONMENTAL OFF 3	11	11	0	0.00%	11	11	0	0.00%	
ES3	ESTATES OFFICER 3	9	5	4	44.44%	11	8	3	27.27%	
FW3	FIELD WORKER 3	18	13	5	27.78%	19	12	7	36.84%	**
FW4	FIELD WORKER 4	12	10	2	16.67%	15	13	2	13.33%	
FR2	FIRE RANGER 2	96	92	4	4.17%	100	93	7	7.00%	
FR3	FIRE RANGER 3	26	26	0	0.00%	32	32	0	0.00%	
FS1	FLIGHT SERVICES OFF 1	14	8	6	42.86%	14	11	3	21.43%	
FO3	FORESTER 3	9	9	0	0.00%	9	9	0	0.00%	*
GR1	GARDENER 1	7	7	0	0.00%	10	10	0	0.00%	
GR2	GARDENER 2	12	12	0	0.00%	10	10	0	0.00%	
GE1	GEOLOGIST 1	11	6	5	45.45%	11	8	3	27.27%	
GE2	GEOLOGIST 2	21	18	3	14.29%	18	12	6	33.33%	**
GE3	GEOLOGIST 3	14	14	0	0.00%	17	17	0	0.00%	
HH	HATCHERY HELPER	10	8	2	20.00%	11	9	2	18.18%	
HR3	HERITAGE RES OFF 3	8	6	2	25.00%	11	9	2	18.18%	
MV1	HIGHWAY TRAFFICE INSP 1	46	46	0	0.00%	47	45	2	4.26%	
HIS	HIGHWAYS SUPERINTENDENT	22	22	0	0.00%	23	23	0	0.00%	
IM1	INSPECTOR MECH ENG'G 1	11	11	0	0.00%	0	0	0	0.00%	*

COMPARISON OF MALE-DOMINATED CLASSIFICATIONS

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	SEPTEMBER 1986 # MALE	SEPTEMBER 1986 # FEMALE	SEPTEMBER 1986 % FEMALE	SEPTEMBER 1989 # EMPL	SEPTEMBER 1989 # MALE	SEPTEMBER 1989 # FEMALE	SEPTEMBER 1989 % FEMALE	
IM2	INSPECTOR MECH ENG'G 2	16	16	0	0.00%	22	22	0	0.00%	
JC2	JUVENILE COUNSELLOR 2	18	11	7	38.89%	13	9	4	30.77%	**
JC3	JUVENILE COUNSELLOR 3	17	12	5	29.41%	26	18	8	30.77%	**
LAB	LABOURER	476	421	55	11.55%	414	371	43	10.39%	
LT1	LAND TITLES CLERK1	5	5	0	0.00%	28	14	14	50.00%	**
LWR	LAUNDRY WORKER	12	8	4	33.33%	11	7	4	36.36%	**
LF2	LEGAL COUNSEL 2	43	34	9	20.93%	28	19	9	32.14%	**
LF3	LEGAL COUNSEL 3	21	20	1	4.76%	42	34	8	19.05%	
LFG	LEGAL COUNSEL GFR	--	--	--	--	11	8	3	27.27%	
SM2	MAINT TRADES 2 SRT	12	12	0	0.00%	10	10	0	0.00%	
SM3	MAINT TRADES 3 SRT	13	13	0	0.00%	11	11	0	0.00%	
MM1	MAINT TRADESPERSON 1	26	26	0	0.00%	24	23	1	4.17%	
MM2	MAINT TRADESPERSON 2	55	55	0	0.00%	45	45	0	0.00%	
MM3	MAINT TRADESPERSON 3	51	51	0	0.00%	56	56	0	0.00%	
MAN	MAINTENANCE ASSISTANT	35	35	0	0.00%	39	39	0	0.00%	
MB3	MANAGEMENT ANALYST 3	5	5	0	0.00%	15	14	1	6.67%	
ME2	MECH EQ MECH 2	61	61	0	0.00%	59	59	0	0.00%	
M2S	MECH EQ MECH 2 SRT	9	9	0	0.00%	13	13	0	0.00%	
MH1	MECHANIC 1	9	9	0	0.00%	11	11	0	0.00%	
MH2	MECHANIC 2	10	10	0	0.00%	11	11	0	0.00%	
MS1	MEDIA SPECIALIST 1	25	17	8	32.00%	23	15	8	34.78%	**
MS2	MEDIA SPECIALIST 2	10	6	4	40.00%	12	6	6	50.00%	**
TA2	MEDIA TECHNICIAN 2	22	20	2	9.09%	21	20	1	4.76%	
MQ2	MEDICAL EQUIP TECH 2	8	8	0	0.00%	10	10	0	0.00%	
MO1	MEDICAL OFF PSYCH 1 CF	--	--	--	--	12	11	1	8.33%	
MO3	MEDICAL OFFICER 3	8	7	1	12.50%	7	6	1	14.29%	*
MG5	MEDICAL TECHNOLOGIST 5	12	12	0	0.00%	12	12	0	0.00%	
VI1	MOTOR VEHICLE INSP 1	15	14	1	6.67%	0	0	0	0.00%	*
NR1	NATURAL RESOURCE OFF 1	5	5	0	0.00%	8	8	0	0.00%	*
NR2	NATURAL RESOURCE OFF 2	56	54	2	3.57%	60	58	2	3.33%	
NR3	NATURAL RESOURCE OFF 3	60	60	0	0.00%	60	60	0	0.00%	
NR4	NATURAL RESOURCE OFF 4	13	13	0	0.00%	13	13	0	0.00%	
OR1	OPERATOR 1	249	249	0	0.00%	139	136	3	2.16%	
OR2	OPERATOR 2	138	137	1	0.72%	192	191	1	0.52%	
OR3	OPERATOR 3	88	88	0	0.00%	90	90	0	0.00%	
OR4	OPERATOR 4	189	189	0	0.00%	120	120	0	0.00%	
PP1	PARK PATROL 1	37	30	7	18.92%	10	8	2	20.00%	
PP2	PARK PATROL 2	8	7	1	12.50%	12	12	0	0.00%	
PK1	PARKS SUPERVISOR 1	17	15	2	11.76%	11	11	0	0.00%	
PK2	PARKS SUPERVISOR 2	15	15	0	0.00%	15	15	0	0.00%	
PK3	PARKS SUPERVISOR 3	19	19	0	0.00%	15	15	0	0.00%	
PL1	PILOT 1	6	6	0	0.00%	11	10	1	9.09%	
PL3	PILOT 3	15	15	0	0.00%	17	17	0	0.00%	
PL5	PILOT 5	5	5	0	0.00%	11	11	0	0.00%	
LP3	PLANNER 3	15	13	2	13.33%	12	10	2	16.67%	
LP5	PLANNER 5	16	15	1	6.25%	14	14	0	0.00%	
AP2	PLANNING ASST 2	11	9	2	18.18%	13	10	3	23.08%	
PC0	PLANNING CONSULTANT	22	16	6	27.27%	17	13	4	23.53%	
PM4	PLANNING & PROG ANALYST 4	27	18	9	33.33%	33	23	10	30.30%	**
LC1	POSTAL CLERK 1	12	8	4	33.33%	15	8	7	46.67%	**
01E	POWER ENG'R 1ST CLASS	22	22	0	0.00%	23	23	0	0.00%	

COMPARISON OF MALE-DOMINATED CLASSIFICATIONS

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE	
03E	POWER ENG'R 3RD CLASS	22	22	0	0.00%	31	31	0	0.00%	
PCD	PROGRAM COORD EDUCATION	17	12	5	29.41%	26	21	5	19.23%	
PWS	PROJECTS WORKS SUPERVISOR	16	16	0	0.00%	14	13	1	7.14%	
PY3	PSYCHOLOGIST 3	14	12	2	14.29%	18	12	6	33.33%	**
PR2	PUBLIC HEALTH INSP 2	31	30	1	3.23%	31	30	1	3.23%	
RS2	RESOURCE TECH 2	30	26	4	13.33%	20	18	2	10.00%	
RS3	RESOURCE TECH 3	38	34	4	10.53%	40	35	5	12.50%	
RS4	RESOURCE TECH 4	12	12	0	0.00%	10	10	0	0.00%	
RS5	RESOURCE TECH 5	14	14	0	0.00%	9	9	0	0.00%	*
SI2	SAFETY HEALTH OFF 2	15	13	2	13.33%	12	9	3	25.00%	
SI3	SAFETY HEALTH OFF 3	5	4	1	20.00%	14	11	3	21.43%	
SG	SECURITY OFFICER 1	83	78	5	6.02%	99	87	12	12.12%	
SO2	SHERIFFS OFFICER 2	44	40	4	9.09%	39	35	4	10.26%	
SO3	SHERIFFS OFFICER 3	15	15	0	0.00%	15	15	0	0.00%	
SR1	SPECIAL OFFICER 1	8	6	2	25.00%	11	9	2	18.18%	
SR2	SPECIAL OFFICER 2	16	16	0	0.00%	45	41	4	8.89%	
SR3	SPECIAL OFFICER 3	20	20	0	0.00%	21	20	1	4.76%	
SCE	SR CONSULT INSTR P&E	8	6	2	25.00%	10	7	3	30.00%	
SER	SR RESEARCH ECONOMIST	11	10	1	9.09%	4	4	0	0.00%	*
ST1	STOREKEEPER 1	36	29	7	19.44%	33	25	8	24.24%	
ST2	STOREKEEPER 2	23	23	0	0.00%	31	30	1	3.23%	
ST3	STOREKEEPER 3	26	25	1	3.85%	22	21	1	4.55%	
SC1	STORES CLERK 1	24	19	5	20.83%	25	18	7	28.00%	
SV2	SURVEYOR 2	--	--	--	--	14	14	0	0.00%	
SY2	SYSTEMS COORDINATOR 2	7	7	0	0.00%	11	11	0	0.00%	
TX2	TAX AUDITOR 2	10	8	2	20.00%	10	7	3	30.00%	
TX3	TAX AUDITOR 3	11	10	1	9.09%	12	12	0	0.00%	
TN3	TEACHER INSTITUTION 3	10	6	4	40.00%	12	8	4	33.33%	**
TEO	TECHNICAL ENG'G OFF	20	20	0	0.00%	12	12	0	0.00%	
TE1	TECHNICAL ENG'G OFF 1	103	99	4	3.88%	102	98	4	3.92%	
TE2	TECHNICAL ENG'G OFF 2	92	92	0	0.00%	96	95	1	1.04%	
TE3	TECHNICAL ENG'G OFF 3	13	13	0	0.00%	15	15	0	0.00%	
TRH	TRADES HELPER	123	123	0	0.00%	120	117	3	2.50%	
TRC	TRAINING CONSULTANT	8	7	1	12.50%	10	5	5	50.00%	**
WL	WELDER	10	10	0	0.00%	11	11	0	0.00%	
WKS	WORKS SUPERVISOR	98	98	0	0.00%	102	102	0	0.00%	
WRS	WR SUPERVISOR	20	20	0	0.00%	18	18	0	0.00%	
	*** TOTAL ***	6542	5969	573	8.76%	6642	5859	783	11.79%	

NOTE: - Male-dominated classifications are classifications with 10 or more incumbents & 70% are male
- Classification no longer fits the criteria of a male dominated class because:
  * the class has less than 10 incumbents
  ** the improvement in the representation of women
- # indicates a classification that can be either a Civil Service or Departmental classification

Prepared 90/05/07 (ED)
File: MALEDOM.WK1/PPD

Data Source:PED8002/003 - Sept '85,'86, Dec '87, Sept '88, Sept '89

MALE - DOMINATED CLASSIFICATIONS
CLASSIFICATIONS WITH 10 OR MORE INCUMBENTS AND LESS THAN 50% FEMALE REPRESENTATION

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
A2	ACCOUNTANT 2	25	14	11	44.00%	39	15	24	61.54%
A3	ACCOUNTANT 3	31	24	7	22.58%	36	24	12	33.33%
A4	ACCOUNTANT 4	7	6	1	14.29%	7	7	0	0.00%
AAN	ADMIN ANALYST	15	14	1	6.67%	10	7	3	30.00%
XO3	ADMIN OFFICER 3	83	68	15	18.07%	84	60	24	28.57%
XO4	ADMIN OFFICER 4	57	50	7	12.28%	63	49	14	22.22%
AO2	ADMINISTRATIVE OFFICER 2	139	97	42	30.22%	194	119	75	38.66%
AG1	AG TECHNOLOGIST 1	1	1	0	0.00%	4	4	0	0.00%
AG3	AG TECHNOLOGIST 3	17	16	1	5.88%	20	19	1	5.00%
AG4	AG TECHNOLOGIST 4	13	12	1	7.69%	11	10	1	9.09%
G2	AGROLOGIST 2	16	10	6	37.50%	13	8	5	38.46%
G3	AGROLOGIST 3	101	92	9	8.91%	106	98	8	7.55%
G4	AGROLOGIST 4	17	16	1	5.88%	19	17	2	10.53%
G5	AGROLOGIST 5	11	11	0	0.00%	12	12	0	0.00%
AE2	AIRCRAFT MAINT ENG 2	10	10	0	0.00%	16	16	0	0.00%
AQ1	AIRPORT EQUIP OFFICER 1	10	10	0	0.00%	11	11	0	0.00%
RM1	AIRPORT MANAGER	10	10	0	0.00%	14	13	1	7.14%
AL2	APPRENTICESHIP COUN 2	11	8	3	27.27%	10	7	3	30.00%
AS2	ASSESSMENT OFFICER 2	17	13	4	23.53%	2	2	0	0.00%
AS3	ASSESSMENT OFFICER 3	37	37	0	0.00%	44	38	6	13.64%
AS4	ASSESSMENT OFFICER 4	19	19	0	0.00%	25	25	0	0.00%
AS5	ASSESSMENT OFFICER 5	8	8	0	0.00%	10	10	0	0.00%
AS6	ASSESSMENT OFFICER 6	12	12	0	0.00%	10	10	0	0.00%
ADR	ASST DISTRICT REGISTRAR	7	7	0	0.00%	18	17	1	5.56%
AF2	ASST FIRE COMMISSIONER 2	9	9	0	0.00%	5	4	1	20.00%
AF3	ASST FIRE COMMISSIONER 3	10	10	0	0.00%	11	11	0	0.00%
AOE	ASST POWER ENG'R 1ST CLAS	23	23	0	0.00%	18	18	0	0.00%
AWS	ASST WORK SUPERVISOR	83	82	1	1.20%	108	105	3	2.78%
BB1	ATTORNEY	14	10	4	28.57%	22	13	9	40.91%
AN1	AUDIT ACCOUNTANT 1	29	23	6	20.69%	25	16	9	36.00%
AN2	AUDIT ACCOUNTANT 2	17	15	2	11.76%	18	17	1	5.56%
AZ2	AUDIT MANAGER 2	--	--	--	--	10	10	0	0.00%
AEM	AUTO EQUIPMENT MECHANIC	18	18	0	0.00%	17	17	0	0.00%
BP1	BEACH SAFETY OFFICER 1	22	13	9	40.91%	0	0	0	0.00%
BHC	BEHAVIOUR COUNSELLOR	5	3	2	40.00%	9	7	2	22.22%
BL2	BIOLOGIST 2	8	8	0	0.00%	8	7	1	12.50%
BL3	BIOLOGIST 3	30	30	0	0.00%	28	28	0	0.00%
BD2	BUILDING MANAGER 2	16	16	0	0.00%	15	14	1	6.67%
BD3	BUILDING MANAGER 3	14	14	0	0.00%	20	19	1	5.00%
BD4	BUILDING MANAGER 4	10	10	0	0.00%	11	11	0	0.00%
BW1	BUILDING SERVICE WORKER 1	266	142	124	46.62%	281	134	147	52.31%
BW2	BUILDING SERVICE WORKER 2	20	17	3	15.00%	17	12	5	29.41%
BW3	BUILDING SERVICE WORKER 3	9	6	3	33.33%	10	7	3	30.00%
CCC	CH COMMUNITY COLLEGE	0	0	0	0.00%	10	9	1	10.00%
CCD	CHAIR, COMMUNITY COLLEGE	15	12	3	20.00%	3	3	0	0.00%
CH1	CHEMIST 1	11	8	3	27.27%	11	5	6	54.55%
CH2	CHEMIST 2	9	8	1	11.11%	10	8	2	20.00%
CL1	CLERK 1	23	13	10	43.48%	21	7	14	66.67%
CC4	CLERK OF COURT 4	22	14	8	36.36%	36	10	26	72.22%

MALE - DOMINATED CLASSIFICATIONS
CLASSIFICATIONS WITH 10 OR MORE INCUMBENTS AND LESS THAN 50% FEMALE REPRESENTATION

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
CIB	COMMUNITY COLL INSTR B	319	237	82	25.71%	324	232	92	28.40%
CIC	COMMUNITY COLL INSTR C	247	166	81	32.79%	271	168	103	38.01%
ABE	COMMUNITY COLLEGE INSTR ABE	80	43	37	46.25%	99	44	55	55.56%
CI2	COMPLIANCE OFFICER 2	42	40	2	4.76%	38	35	3	7.89%
CI3	COMPLIANCE OFFICER 3	11	11	0	0.00%	10	10	0	0.00%
CP1	COMPUTER PROGRAMMER 1	24	18	6	25.00%	23	13	10	43.48%
X2A	COMPUTER PROGRAMMER 2A	46	31	15	32.61%	82	50	32	39.02%
X2B	COMPUTER PROGRAMMER 2B	27	21	6	22.22%	50	37	13	26.00%
CP3	COMPUTER PROGRAMMER 3	10	9	1	10.00%	20	17	3	15.00%
CU1	CONSTRUCTION SUPERVISOR 1	49	48	1	2.04%	42	42	0	0.00%
CU2	CONSTRUCTION SUPERVISOR 2	18	18	0	0.00%	19	19	0	0.00%
CWR	CONSTRUCTION WORKER	30	30	0	0.00%	26	26	0	0.00%
CED	CONSULTANT SPECIAL EDUCATION	13	7	6	46.15%	8	3	5	62.50%
FC2	CONSUMER SERVICES OFFICER 2	34	22	12	35.29%	32	18	14	43.75%
CX2	CONTROL SURVEYOR 2	15	15	0	0.00%	0	0	0	0.00%
TI1	CORRECTION TRADES INSTR 1	13	10	3	23.08%	19	15	4	21.05%
TI2	CORRECTION TRADES INSTR 2	4	4	0	0.00%	12	11	1	8.33%
OC1	CORRECTIONAL OFFICER 1	349	279	70	20.06%	499	369	130	26.05%
OC2	CORRECTIONAL OFFICER 2	36	35	1	2.78%	39	37	2	5.13%
OC3	CORRECTIONAL OFFICER 3	29	24	5	17.24%	35	30	5	14.29%
RF1	CORRECTIONAL SERV OFF 1	11	9	2	18.18%	20	16	4	20.00%
CRC	CURRICULUM CONSULTANT	46	32	14	30.43%	37	24	13	35.14%
DEX	DOCUMENT EXAMINER	12	10	2	16.67%	16	11	5	31.25%
DM2	DRAFTING TECHNICIAN 2	16	11	5	31.25%	6	4	2	33.33%
DM3	DRAFTING TECHNICIAN 3	44	37	7	15.91%	35	27	8	22.86%
DM4	DRAFTING TECHNICIAN 4	46	45	1	2.17%	52	50	2	3.85%
DX1	DRIVER EXAMINER 1	14	12	2	14.29%	5	1	4	80.00%
DX2	DRIVER EXAMINER 2	16	15	1	6.25%	25	18	7	28.00%
DX3	DRIVER EXAMINER 3	13	13	0	0.00%	13	12	1	7.69%
OD3	DUPL EQUIPMENT OPERATOR 3	23	15	8	34.78%	24	14	10	41.67%
IC2	ECON DEV CONSULTANT 2	12	10	2	16.67%	14	10	4	28.57%
IC3	ECON DEV CONSULTANT 3	14	12	2	14.29%	17	15	2	11.76%
IC4	ECON DEV CONSULTANT 4	36	35	1	2.78%	39	38	1	2.56%
ER2	ECON RESEARCH ANALYST 2	15	11	4	26.67%	10	4	6	60.00%
ER3	ECON RESEARCH ANALYST 3	14	12	2	14.29%	10	10	0	0.00%
EB5	ECON SECURITY COUN 5	9	9	0	0.00%	10	9	1	10.00%
EB3	ECONOMIC SECURITY COUN 3	14	10	4	28.57%	15	9	6	40.00%
EAC	ED ADMIN CONSULTANT	10	10	0	0.00%	10	9	1	10.00%
EDC	EDUCATION CONSULTANT	18	9	9	50.00%	17	6	11	64.71%
EDO	EDUCATION DEV OFFICER	2	2	0	0.00%	11	8	3	27.27%
LS2	EDUCATIONAL ASSISTANT 2	12	6	6	50.00%	23	8	15	65.22%
LS3	EDUCATIONAL ASSISTANT 3	15	10	5	33.33%	20	10	10	50.00%
EP2	EMPLOYMENT STANDARDS OFFICER	16	9	7	43.75%	10	6	4	40.00%
EP3	EMPLOYMENT STANDARDS OFFICER	2	2	0	0.00%	19	10	9	47.37%
EG2	ENGINEER 2	17	16	1	5.88%	30	17	13	43.33%
EG3	ENGINEER 3	38	36	2	5.26%	42	40	2	4.76%
EG4	ENGINEER 4	50	50	0	0.00%	47	47	0	0.00%
EG5	ENGINEER 5	47	47	0	0.00%	50	50	0	0.00%
EA1	ENGINEERING AID 1	250	208	42	16.80%	160	138	22	13.75%

MALE - DOMINATED CLASSIFICATIONS
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CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
EA2	ENGINEERING AID 2	307	298	9	2.93%	266	242	24	9.02%
EA3	ENGINEERING AID 3	106	104	2	1.89%	127	126	1	0.79%
EA4	ENGINEERING AID 4	131	131	0	0.00%	123	121	2	1.63%
EO1	ENVIRONMENTAL OFF 1	11	10	1	9.09%	2	2	0	0.00%
EO2	ENVIRONMENTAL OFF 2	9	9	0	0.00%	15	13	2	13.33%
EO3	ENVIRONMENTAL OFF 3	11	11	0	0.00%	11	11	0	0.00%
ES3	ESTATES OFFICER 3	9	5	4	44.44%	11	8	3	27.27%
FW3	FIELD WORKER 3	18	13	5	27.78%	19	12	7	36.84%
FW4	FIELD WORKER 4	12	10	2	16.67%	15	13	2	13.33%
FR2	FIRE RANGER 2	96	92	4	4.17%	100	93	7	7.00%
FR3	FIRE RANGER 3	26	26	0	0.00%	32	32	0	0.00%
FS1	FLIGHT SERVICES OFF 1	14	8	6	42.86%	14	11	3	21.43%
FO3	FORESTER 3	9	9	0	0.00%	9	9	0	0.00%
GR1	GARDENER 1	7	7	0	0.00%	10	10	0	0.00%
GR2	GARDENER 2	12	12	0	0.00%	10	10	0	0.00%
GE1	GEOLOGIST 1	11	6	5	45.45%	11	8	3	27.27%
GE2	GEOLOGIST 2	21	18	3	14.29%	18	12	6	33.33%
GE3	GEOLOGIST 3	14	14	0	0.00%	17	17	0	0.00%
HH	HATCHERY HELPER	10	8	2	20.00%	11	9	2	18.18%
HF2	HEALTH COMMISSION OFFICER 2	31	17	14	45.16%	31	17	14	45.16%
HS5	HEALTH & SOCIAL DEV SPEC 5	110	62	48	43.64%	105	52	53	50.48%
HR3	HERITAGE RES OFF 3	8	6	2	25.00%	11	9	2	18.18%
HR2	HERITAGE RESOURCE OFFICER 2	25	16	9	36.00%	28	15	13	46.43%
MV1	HIGHWAY TRAFFICE INSP 1	46	46	0	0.00%	47	45	2	4.26%
HIS	HIGHWAYS SUPERINTENDENT	22	22	0	0.00%	23	23	0	0.00%
IL2	ILLUSTRATOR 2	10	6	4	40.00%	8	4	4	50.00%
IW1	INFORMATION WRITER 1	6	5	1	16.67%	5	1	4	80.00%
IM1	INSPECTOR MECH ENG'G 1	11	11	0	0.00%	0	0	0	0.00%
IM2	INSPECTOR MECH ENG'G 2	16	16	0	0.00%	22	22	0	0.00%
JC1	JUVENILE COUNSELLOR 1	205	134	71	34.63%	255	160	95	37.25%
JC2	JUVENILE COUNSELLOR 2	18	11	7	38.89%	13	9	4	30.77%
JC3	JUVENILE COUNSELLOR 3	17	12	5	29.41%	26	18	8	30.77%
LB3	LAB TECHNOLOGIST 3	17	9	8	47.06%	15	6	9	60.00%
LAB	LABOURER	476	421	55	11.55%	414	371	43	10.39%
LT1	LAND TITLES CLERK 1	5	5	0	0.00%	28	14	14	50.00%
LT2	LAND TITLES CLERK 2	32	17	15	46.88%	49	26	23	46.94%
LT3	LAND TITLES CLERK 3	19	12	7	36.84%	15	6	9	60.00%
LWR	LAUNDRY WORKER	12	8	4	33.33%	11	7	4	36.36%
LF2	LEGAL COUNSEL 2	43	34	9	20.93%	28	19	9	32.14%
LF3	LEGAL COUNSEL 3	21	20	1	4.76%	42	34	8	19.05%
LFG	LEGAL COUNSEL GFR	--	--	--	--	11	8	3	27.27%
SM2	MAINT TRADES 2 SRT	12	12	0	0.00%	10	10	0	0.00%
SM3	MAINT TRADES 3 SRT	13	13	0	0.00%	11	11	0	0.00%
MM1	MAINT TRADESPERSON 1	26	26	0	0.00%	24	23	1	4.17%
MM2	MAINT TRADESPERSON 2	55	55	0	0.00%	45	45	0	0.00%
MM3	MAINT TRADESPERSON 3	51	51	0	0.00%	56	56	0	0.00%
MAN	MAINTENANCE ASSISTANT	35	35	0	0.00%	39	39	0	0.00%
MB3	MANAGEMENT ANALYST 3	5	5	0	0.00%	15	14	1	6.67%
ME2	MECH EQ MECH 2	61	61	0	0.00%	59	59	0	0.00%

MALE - DOMINATED CLASSIFICATIONS
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CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
M2S	MECH EQ MECH 2 SRT	9	9	0	0.00%	13	13	0	0.00%
MH1	MECHANIC 1	9	9	0	0.00%	11	11	0	0.00%
MH2	MECHANIC 2	10	10	0	0.00%	11	11	0	0.00%
MS1	MEDIA SPECIALIST 1	25	17	8	32.00%	23	15	8	34.78%
MS2	MEDIA SPECIALIST 2	10	6	4	40.00%	12	6	6	50.00%
TA2	MEDIA TECHNICIAN 2	22	20	2	9.09%	21	20	1	4.76%
MQ2	MEDICAL EQUIP TECH 2	8	8	0	0.00%	10	10	0	0.00%
MO1	MEDICAL OFF PSYCH 1 CF	--	--	--	--	12	11	1	8.33%
MO3	MEDICAL OFFICER 3	8	7	1	12.50%	7	6	1	14.29%
MG5	MEDICAL TECHNOLOGIST 5	12	12	0	0.00%	12	12	0	0.00%
VI1	MOTOR VEHICLE INSP 1	15	14	1	6.67%	0	0	0	0.00%
NR1	NATURAL RESOURCE OFF 1	5	5	0	0.00%	8	8	0	0.00%
NR2	NATURAL RESOURCE OFF 2	56	54	2	3.57%	60	58	2	3.33%
NR3	NATURAL RESOURCE OFF 3	60	60	0	0.00%	60	60	0	0.00%
NR4	NATURAL RESOURCE OFF 4	13	13	0	0.00%	13	13	0	0.00%
N3	NURSE 3	78	43	35	44.87%	75	34	41	54.67%
N4	NURSE 4	13	8	5	38.46%	7	3	4	57.14%
N5	NURSE 5	23	11	12	52.17%	21	12	9	42.86%
OR1	OPERATOR 1	249	249	0	0.00%	139	136	3	2.16%
OR2	OPERATOR 2	138	137	1	0.72%	192	191	1	0.52%
OR3	OPERATOR 3	88	88	0	0.00%	90	90	0	0.00%
OR4	OPERATOR 4	189	189	0	0.00%	120	120	0	0.00%
KA2	PARK ATTENDANT 2	47	21	26	55.32%	15	7	8	53.33%
PP1	PARK PATROL 1	37	30	7	18.92%	10	8	2	20.00%
PP2	PARK PATROL 2	8	7	1	12.50%	12	12	0	0.00%
PK1	PARKS SUPERVISOR 1	17	15	2	11.76%	11	11	0	0.00%
PK2	PARKS SUPERVISOR 2	15	15	0	0.00%	15	15	0	0.00%
PK3	PARKS SUPERVISOR 3	19	19	0	0.00%	15	15	0	0.00%
PL1	PILOT 1	6	6	0	0.00%	11	10	1	9.09%
PL3	PILOT 3	15	15	0	0.00%	17	17	0	0.00%
PL5	PILOT 5	5	5	0	0.00%	11	11	0	0.00%
LP3	PLANNER 3	15	13	2	13.33%	12	10	2	16.67%
LP5	PLANNER 5	16	15	1	6.25%	14	14	0	0.00%
AP2	PLANNING ASST 2	11	9	2	18.18%	13	10	3	23.08%
PCO	PLANNING CONSULTANT	22	16	6	27.27%	17	13	4	23.53%
PM4	PLANNING & PROG ANALYST 4	27	18	9	33.33%	33	23	10	30.30%
LC1	POSTAL CLERK 1	12	8	4	33.33%	15	8	7	46.67%
O1E	POWER ENG'R 1ST CLASS	22	22	0	0.00%	23	23	0	0.00%
O3E	POWER ENG'R 3RD CLASS	22	22	0	0.00%	31	31	0	0.00%
PCD	PROGRAM COORD EDUCATION	17	12	5	29.41%	26	21	5	19.23%
PCE	PROGRAM COORD EX SE	7	5	2	28.57%	12	8	4	33.33%
PM3	PROGRAM & PLANNING ANALYST 3	53	36	17	32.08%	58	33	25	43.10%
PWS	PROJECTS WORKS SUPERVISOR	16	16	0	0.00%	14	13	1	7.14%
PV2	PSYCHOLOGIST 2	32	16	16	50.00%	39	19	20	51.28%
PV3	PSYCHOLOGIST 3	14	12	2	14.29%	18	12	6	33.33%
PR2	PUBLIC HEALTH INSP 2	31	30	1	3.23%	31	30	1	3.23%
RR1	RECREATION SPECIALIST 1	11	5	6	54.55%	2	1	1	50.00%
RR2	RECREATION SPECIALIST 2	15	9	6	40.00%	12	7	5	41.67%
RR3	RECREATION SPECIALIST 3	4	3	1	25.00%	13	8	5	38.46%

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CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
RS2	RESOURCE TECH 2	30	26	4	13.33%	20	18	2	10.00%
RS3	RESOURCE TECH 3	38	34	4	10.53%	40	35	5	12.50%
RS4	RESOURCE TECH 4	12	12	0	0.00%	10	10	0	0.00%
RS5	RESOURCE TECH 5	14	14	0	0.00%	9	9	0	0.00%
SI2	SAFETY HEALTH OFF 2	15	13	2	13.33%	12	9	3	25.00%
SI3	SAFETY HEALTH OFF 3	5	4	1	20.00%	14	11	3	21.43%
SG	SECURITY OFFICER 1	83	78	5	6.02%	99	87	12	12.12%
SK3	SERVICE WORKER 3	40	23	17	42.50%	38	22	16	42.11%
SO2	SHERIFFS OFFICER 2	44	40	4	9.09%	39	35	4	10.26%
SO3	SHERIFFS OFFICER 3	15	15	0	0.00%	15	15	0	0.00%
SR1	SPECIAL OFFICER 1	8	6	2	25.00%	11	9	2	18.18%
SR2	SPECIAL OFFICER 2	16	16	0	0.00%	45	41	4	8.89%
SR3	SPECIAL OFFICER 3	20	20	0	0.00%	21	20	1	4.76%
SCE	SR CONSULT INSTR P&E	8	6	2	25.00%	10	7	3	30.00%
SER	SR RESEARCH ECONOMIST	11	10	1	9.09%	4	4	0	0.00%
ST1	STOREKEEPER 1	36	29	7	19.44%	33	25	8	24.24%
ST2	STOREKEEPER 2	23	23	0	0.00%	31	30	1	3.23%
ST3	STOREKEEPER 3	26	25	1	3.85%	22	21	1	4.55%
SC1	STORES CLERK 1	24	19	5	20.83%	25	18	7	28.00%
SV2	SURVEYOR 2	--	--	--	--	14	14	0	0.00%
SY2	SYSTEMS COORDINATOR 2	7	7	0	0.00%	11	11	0	0.00%
TX2	TAX AUDITOR 2	10	8	2	20.00%	10	7	3	30.00%
TX3	TAX AUDITOR 3	11	10	1	9.09%	12	12	0	0.00%
TN3	TEACHER INSTITUTION 3	10	6	4	40.00%	12	8	4	33.33%
TEO	TECHNICAL ENG'G OFF	20	20	0	0.00%	12	12	0	0.00%
TE1	TECHNICAL ENG'G OFF 1	103	99	4	3.88%	102	98	4	3.92%
TE2	TECHNICAL ENG'G OFF 2	92	92	0	0.00%	96	95	1	1.04%
TE3	TECHNICAL ENG'G OFF 3	13	13	0	0.00%	15	15	0	0.00%
TRH	TRADES HELPER	123	123	0	0.00%	120	117	3	2.50%
TRC	TRAINING CONSULTANT	8	7	1	12.50%	10	5	5	50.00%
WL	WELDER	10	10	0	0.00%	11	11	0	0.00%
WKS	WORKS SUPERVISOR	98	98	0	0.00%	102	102	0	0.00%
WRS	WR SUPERVISOR	20	20	0	0.00%	18	18	0	0.00%
	*** TOTAL ***	8376	7074	1302	15.54%	8664	6950	1714	19.78%

Prepared 90/05/07 (ED)
File: MORE10.WK1/PPD

MALE DOMINATED CLASSIFICATIONS WHICH HAVE SHOWN AN IMPROVEMENT IN THE REPRESENTATION OF WOMEN

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
A3	ACCOUNTANT 3	31	24	7	22.58%	36	24	12	33.33%
AAN	ADMIN ANALYST	15	14	1	6.67%	10	7	3	30.00%
XO3	ADMIN OFFICER 3	83	68	15	18.07%	84	60	24	28.57%
XO4	ADMIN OFFICER 4	57	50	7	12.28%	63	49	14	22.22%
AG4	AG TECHNOLOGIST 4	13	12	1	7.69%	11	10	1	9.09%
G2	AGROLOGIST 2	16	10	6	37.50%	13	8	5	38.46%
G4	AGROLOGIST 4	17	16	1	5.88%	19	17	2	10.53%
RM1	AIRPORT MANAGER	10	10	0	0.00%	14	13	1	7.14%
AL2	APPRENTICESHIP COUN 2	11	8	3	27.27%	10	7	3	30.00%
AS3	ASSESSMENT OFFICER 3	37	37	0	0.00%	44	38	6	13.64%
ADR	ASST DISTRICT REGISTRAR	7	7	0	0.00%	18	17	1	5.56%
AF2	ASST FIRE COMMISSIONER 2	9	9	0	0.00%	5	4	1	20.00%
AWS	ASST WORK SUPERVISOR	83	82	1	1.20%	108	105	3	2.78%
BB1	ATTORNEY	14	10	4	28.57%	22	13	9	40.91%
AN1	AUDIT ACCOUNTANT 1	29	23	6	20.69%	25	16	9	36.00%
BL2	BIOLOGIST 2	8	8	0	0.00%	8	7	1	12.50%
BD2	BUILDING MANAGER 2	16	16	0	0.00%	15	14	1	6.67%
BD3	BUILDING MANAGER 3	14	14	0	0.00%	20	19	1	5.00%
BW2	BUILDING SERVICE WORKER 2	20	17	3	15.00%	17	12	5	29.41%
CCC	CH COMMUNITY COLLEGE	8	8	0	0.00%	10	9	1	10.00%
CH1	CHEMIST 1	11	8	3	27.27%	11	5	6	54.55%
CH2	CHEMIST 2	9	8	1	11.11%	10	8	2	20.00%
CIB	COMMUNITY COLL INSTR B	319	237	82	25.71%	324	232	92	28.40%
CI2	COMPLIANCE OFFICER 2	42	40	2	4.76%	38	35	3	7.89%
CP1	COMPUTER PROGRAMMER 1	24	18	6	25.00%	23	13	10	43.48%
X2B	COMPUTER PROGRAMMER 2B	27	21	6	22.22%	50	37	13	26.00%
CP3	COMPUTER PROGRAMMER 3	10	9	1	10.00%	20	17	3	15.00%
TI2	CORRECTION TRADES INSTR 2	4	4	0	0.00%	12	11	1	8.33%
OC1	CORRECTIONAL OFFICER 1	349	279	70	20.06%	499	369	130	26.05%
OC2	CORRECTIONAL OFFICER 2	36	35	1	2.78%	39	37	2	5.13%
RF1	CORRECTIONAL SERV OFF 1	11	9	2	18.18%	20	16	4	20.00%
DEX	DOCUMENT EXAMINER	12	10	2	16.67%	16	11	5	31.25%
DM3	DRAFTING TECHNICIAN 3	44	37	7	15.91%	35	27	8	22.86%
DM4	DRAFTING TECHNICIAN 4	46	45	1	2.17%	52	50	2	3.85%
DX1	DRIVER EXAMINER 1	14	12	2	14.29%	5	1	4	80.00%
DX2	DRIVER EXAMINER 2	16	15	1	6.25%	25	18	7	28.00%
DX3	DRIVER EXAMINER 3	13	13	0	0.00%	13	12	1	7.69%
IC2	ECON DEV CONSULTANT 2	12	10	2	16.67%	14	10	4	28.57%
ER2	ECON RESEARCH ANALYST 2	15	11	4	26.67%	10	4	6	60.00%
EB5	ECON SECURITY COUN 5	9	9	0	0.00%	10	9	1	10.00%
EB3	ECONOMIC SECURITY COUN 3	14	10	4	28.57%	15	9	6	40.00%
EAC	ED ADMIN CONSULTANT	10	10	0	0.00%	10	9	1	10.00%
EDO	EDUCATION DEV OFFICER	3	3	0	0.00%	11	8	3	27.27%
EG2	ENGINEER 2	17	16	1	5.88%	30	17	13	43.33%
EA2	ENGINEERING AID 2	307	298	9	2.93%	266	242	24	9.02%
EA4	ENGINEERING AID 4	131	131	0	0.00%	123	121	2	1.63%
EO2	ENVIRONMENTAL OFF 2	9	9	0	0.00%	15	13	2	13.33%
FW3	FIELD WORKER 3	18	13	5	27.78%	19	12	7	36.84%
FR2	FIRE RANGER 2	96	92	4	4.17%	100	93	7	7.00%

MALE DOMINATED CLASSIFICATIONS WHICH HAVE SHOWN AN IMPROVEMENT IN THE REPRESENTATION OF WOMEN

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
GE2	GEOLOGIST 2	21	18	3	14.29%	18	12	6	33.33%
MV1	HIGHWAY TRAFFICE INSP 1	46	46	0	0.00%	47	45	2	4.26%
JC3	JUVENILE COUNSELLOR 3	17	12	5	29.41%	26	18	8	30.77%
LT1	LAND TITLES CLERK1	5	5	0	0.00%	28	14	14	50.00%
LWR	LAUNDRY WORKER	12	8	4	33.33%	11	7	4	36.36%
LF2	LEGAL COUNSEL 2	43	34	9	20.93%	28	19	9	32.14%
LF3	LEGAL COUNSEL 3	21	20	1	4.76%	42	34	8	19.05%
LFG	LEGAL COUNSEL GFR	--	--	--	--	11	8	3	27.27%
MM1	MAINT TRADESPERSON 1	26	26	0	0.00%	24	23	1	4.17%
MB3	MANAGEMENT ANALYST 3	5	5	0	0.00%	15	14	1	6.67%
MS1	MEDIA SPECIALIST 1	25	17	8	32.00%	23	15	8	34.78%
MS2	MEDIA SPECIALIST 2	10	6	4	40.00%	12	6	6	50.00%
MO1	MEDICAL OFF PSYCH 1 CF	--	--	--	--	12	11	1	8.33%
MO3	MEDICAL OFFICER 3	8	7	1	12.50%	7	6	1	14.29%
OR1	OPERATOR 1	249	249	0	0.00%	139	136	3	2.16%
PP1	PARK PATROL 1	37	30	7	18.92%	10	8	2	20.00%
PL1	PILOT 1	6	6	0	0.00%	11	10	1	9.09%
LP3	PLANNER 3	15	13	2	13.33%	12	10	2	16.67%
AP2	PLANNING ASST 2	11	9	2	18.18%	13	10	3	23.08%
LC1	POSTAL CLERK 1	12	8	4	33.33%	15	8	7	46.67%
PWS	PROJECTS WORKS SUPERVISOR	16	16	0	0.00%	14	13	1	7.14%
PY3	PSYCHOLOGIST 3	14	12	2	14.29%	18	12	6	33.33%
RS3	RESOURCE TECH 3	38	34	4	10.53%	40	35	5	12.50%
SI2	SAFETY HEALTH OFF 2	15	13	2	13.33%	12	9	3	25.00%
SI3	SAFETY HEALTH OFF 3	5	4	1	20.00%	14	11	3	21.43%
BW	SECURITY OFFICER 1	83	78	5	6.02%	99	87	12	12.12%
SO2	SHERIFFS OFFICER 2	44	40	4	9.09%	39	35	4	10.26%
SR2	SPECIAL OFFICER 2	16	16	0	0.00%	45	41	4	8.89%
SR3	SPECIAL OFFICER 3	20	20	0	0.00%	21	20	1	4.76%
SCE	SR CONSULT INSTR P&E	8	6	2	25.00%	10	7	3	30.00%
ST1	STOREKEEPER 1	36	29	7	19.44%	33	25	8	24.24%
ST2	STOREKEEPER 2	23	23	0	0.00%	31	30	1	3.23%
ST3	STOREKEEPER 3	26	25	1	3.85%	22	21	1	4.55%
SC1	STORES CLERK 1	24	19	5	20.83%	25	18	7	28.00%
TX2	TAX AUDITOR 2	10	8	2	20.00%	10	7	3	30.00%
TE1	TECHNICAL ENG'G OFF 1	103	99	4	3.88%	102	98	4	3.92%
TE2	TECHNICAL ENG'G OFF 2	92	92	0	0.00%	96	95	1	1.04%
TRH	TRADES HELPER	123	123	0	0.00%	120	117	3	2.50%
TRC	TRAINING CONSULTANT	8	7	1	12.50%	10	5	5	50.00%
	** TOTAL **	3382	3022	360	10.64%	3613	2978	635	17.58%

Data Source: MALEDOM.WK1

FEMREP.WK1 (01)
Prepared: 90/05/15

MALE DOMINATED CLASSIFICATIONS WHICH HAVE SHOWN NO CHANGE OR A DECREASE IN THE REPRESENTATION OF WOMEN

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
A4	ACCOUNTANT 4	7	6	1	14.29%	7	7	0	0.00%
AG1	AG TECHNOLOGIST 1	1	1	0	0.00%	4	4	0	0.00%
AG3	AG TECHNOLOGIST 3	17	16	1	5.88%	20	19	1	5.00%
G3	AGROLOGIST 3	101	92	9	8.91%	106	98	8	7.55%
G5	AGROLOGIST 5	11	11	0	0.00%	12	12	0	0.00%
AE2	AIRCRAFT MAINT ENG 2	10	10	0	0.00%	16	16	0	0.00%
AQ1	AIRPORT EQUIP OFFICER 1	10	10	0	0.00%	11	11	0	0.00%
AS2	ASSESSMENT OFFICER 2	17	13	4	23.53%	2	2	0	0.00%
AS4	ASSESSMENT OFFICER 4	19	19	0	0.00%	25	25	0	0.00%
AS5	ASSESSMENT OFFICER 5	8	8	0	0.00%	10	10	0	0.00%
AF3	ASST FIRE COMMISSIONER 3	10	10	0	0.00%	11	11	0	0.00%
AOE	ASST POWER ENG'R 1ST CLAS	23	23	0	0.00%	18	18	0	0.00%
AN2	AUDIT ACCOUNTANT 2	17	15	2	11.76%	18	17	1	5.56%
AZ2	AUDIT MANAGER 2	--	--	--	--	10	10	0	0.00%
AEM	AUTO EQUIPMENT MECHANIC	18	18	0	0.00%	17	17	0	0.00%
BHC	BEHAVIOUR COUNSELLOR	5	3	2	40.00%	9	7	2	22.22%
BL3	BIOLOGIST 3	30	30	0	0.00%	28	28	0	0.00%
BD4	BUILDING MANAGER 4	10	10	0	0.00%	11	11	0	0.00%
BW3	BUILDING SERVICE WORKER 3	9	6	3	33.33%	10	7	3	30.00%
CCD	CHAIR, COMMUNITY COLLEGE	15	12	3	20.00%	3	3	0	0.00%
CI3	COMPLIANCE OFFICER 3	11	11	0	0.00%	10	10	0	0.00%
CU1	CONSTRUCTION SUPERVISOR 1	49	48	1	2.04%	42	42	0	0.00%
CU2	CONSTRUCTION SUPERVISOR 2	18	18	0	0.00%	19	19	0	0.00%
CWR	CONSTRUCTION WORKER	30	30	0	0.00%	26	26	0	0.00%
CX2	CONTROL SURVEYOR 2	15	15	0	0.00%	0	0	0	0.00%
TI1	CORRECTION TRADES INSTR 1	13	10	3	23.08%	19	15	4	21.05%
OC3	CORRECTIONAL OFFICER 3	29	24	5	17.24%	35	30	5	14.29%
IC3	ECON DEV CONSULTANT 3	14	12	2	14.29%	17	15	2	11.76%
IC4	ECON DEV CONSULTANT 4	36	35	1	2.78%	39	38	1	2.56%
ER3	ECON RESEARCH ANALYST 3	14	12	2	14.29%	10	10	0	0.00%
EB5	ECON SECURITY COUN 5	9	9	0	0.00%	10	9	1	10.00%
EG3	ENGINEER 3	38	36	2	5.26%	42	40	2	4.76%
EG4	ENGINEER 4	50	50	0	0.00%	47	47	0	0.00%
EG5	ENGINEER 5	47	47	0	0.00%	50	50	0	0.00%
EA1	ENGINEERING AID 1	250	208	42	16.80%	160	138	22	13.75%
EA3	ENGINEERING AID 3	106	104	2	1.89%	127	126	1	0.79%
EO1	ENVIRONMENTAL OFF 1	11	10	1	9.09%	2	2	0	0.00%
EO3	ENVIRONMENTAL OFF 3	11	11	0	0.00%	11	11	0	0.00%
ES3	ESTATES OFFICER 3	9	5	4	44.44%	11	8	3	27.27%
FW4	FIELD WORKER 4	12	10	2	16.67%	15	13	2	13.33%
FR3	FIRE RANGER 3	26	26	0	0.00%	32	32	0	0.00%
FS1	FLIGHT SERVICES OFF 1	14	8	6	42.86%	14	11	3	21.43%
FO3	FORESTER 3	9	9	0	0.00%	9	9	0	0.00%
GR1	GARDENER 1	7	7	0	0.00%	10	10	0	0.00%
GR2	GARDENER 2	12	12	0	0.00%	10	10	0	0.00%
GE1	GEOLOGIST 1	11	6	5	45.45%	11	8	3	27.27%
GE3	GEOLOGIST 3	14	14	0	0.00%	17	17	0	0.00%
HH	HATCHERY HELPER	10	8	2	20.00%	11	9	2	18.18%
HR3	HERITAGE RES OFF 3	8	6	2	25.00%	11	9	2	18.18%

MALE DOMINATED CLASSIFICATIONS WHICH HAVE SHOWN NO CHANGE OR A DECREASE IN THE REPRESENTATION OF WOMEN

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
HIS	HIGHWAYS SUPERINTENDENT	22	22	0	0.00%	23	23	0	0.00%
IM1	INSPECTOR MECH ENG'G 1	11	11	0	0.00%	0	0	0	0.00%
IM2	INSPECTOR MECH ENG'G 2	16	16	0	0.00%	22	22	0	0.00%
JC2	JUVENILE COUNSELLOR 2	18	11	7	38.89%	13	9	4	30.77%
LAB	LABOURER	476	421	55	11.55%	414	371	43	10.39%
SM2	MAINT TRADES 2 SRT	12	12	0	0.00%	10	10	0	0.00%
SM3	MAINT TRADES 3 SRT	13	13	0	0.00%	11	11	0	0.00%
MM2	MAINT TRADESPERSON 2	55	55	0	0.00%	45	45	0	0.00%
MM3	MAINT TRADESPERSON 3	51	51	0	0.00%	56	56	0	0.00%
MAN	MAINTENANCE ASSISTANT	35	35	0	0.00%	39	39	0	0.00%
ME2	MECH EQ MECH 2	61	61	0	0.00%	59	59	0	0.00%
M2S	MECH EQ MECH 2 SRT	9	9	0	0.00%	13	13	0	0.00%
MH1	MECHANIC 1	9	9	0	0.00%	11	11	0	0.00%
MH2	MECHANIC 2	10	10	0	0.00%	11	11	0	0.00%
TA2	MEDIA TECHNICIAN 2	22	20	2	9.09%	21	20	1	4.76%
MQ2	MEDICAL EQUIP TECH 2	8	8	0	0.00%	10	10	0	0.00%
MG5	MEDICAL TECHNOLOGIST 5	12	12	0	0.00%	12	12	0	0.00%
VI1	MOTOR VEHICLE INSP 1	15	14	1	6.67%	0	0	0	0.00%
NR1	NATURAL RESOURCE OFF 1	5	5	0	0.00%	8	8	0	0.00%
NR2	NATURAL RESOURCE OFF 2	56	54	2	3.57%	60	58	2	3.33%
NR3	NATURAL RESOURCE OFF 3	60	60	0	0.00%	60	60	0	0.00%
NR4	NATURAL RESOURCE OFF 4	13	13	0	0.00%	13	13	0	0.00%
OR2	OPERATOR 2	138	137	1	0.72%	192	191	1	0.52%
OR3	OPERATOR 3	88	88	0	0.00%	90	90	0	0.00%
OR4	OPERATOR 4	189	189	0	0.00%	120	120	0	0.00%
PP2	PARK PATROL 2	8	7	1	12.50%	12	12	0	0.00%
PK1	PARKS SUPERVISOR 1	17	15	2	11.76%	11	11	0	0.00%
PK2	PARKS SUPERVISOR 2	15	15	0	0.00%	15	15	0	0.00%
PK3	PARKS SUPERVISOR 3	19	19	0	0.00%	15	15	0	0.00%
PL3	PILOT 3	15	15	0	0.00%	17	17	0	0.00%
PL5	PILOT 5	5	5	0	0.00%	11	11	0	0.00%
LP5	PLANNER 5	16	15	1	6.25%	14	14	0	0.00%
PCO	PLANNING CONSULTANT	22	16	6	27.27%	17	13	4	23.53%
PM4	PLANNING & PROG ANALYST 4	27	18	9	33.33%	33	23	10	30.30%
O1E	POWER ENG'R 1ST CLASS	22	22	0	0.00%	23	23	0	0.00%
O3E	POWER ENG'R 3RD CLASS	22	22	0	0.00%	31	31	0	0.00%
PCD	PROGRAM COORD EDUCATION	17	12	5	29.41%	26	21	5	19.23%
PR2	PUBLIC HEALTH INSP 2	31	30	1	3.23%	31	30	1	3.23%
RS2	RESOURCE TECH 2	30	26	4	13.33%	20	18	2	10.00%
RS4	RESOURCE TECH 4	12	12	0	0.00%	10	10	0	0.00%
RS5	RESOURCE TECH 5	14	14	0	0.00%	9	9	0	0.00%
SO3	SHERIFFS OFFICER 3	15	15	0	0.00%	15	15	0	0.00%
SR1	SPECIAL OFFICER 1	8	6	2	25.00%	11	9	2	18.18%
SER	SR RESEARCH ECONOMIST	11	10	1	9.09%	4	4	0	0.00%
SV2	SURVEYOR 2	--	--	--	--	14	14	0	0.00%
SV2	SYSTEMS COORDINATOR 2	7	7	0	0.00%	11	11	0	0.00%
TX3	TAX AUDITOR 3	11	10	1	9.09%	12	12	0	0.00%
TN3	TEACHER INSTITUTION 3	10	6	4	40.00%	12	8	4	33.33%
TEO	TECHNICAL ENG'G OFF	20	20	0	0.00%	12	12	0	0.00%

MALE DOMINATED CLASSIFICATIONS WHICH HAVE SHOWN NO CHANGE OR A DECREASE IN THE REPRESENTATION OF WOMEN

CLASS CODE	CLASSIFICATION NAME	SEPTEMBER 1986 # EMPL	# MALE	# FEMALE	% FEMALE	SEPTEMBER 1989 # EMPL	# MALE	# FEMALE	% FEMALE
TE3	TECHNICAL ENG'G OFF 3	13	13	0	0.00%	15	15	0	0.00%
WL	WELDER	10	10	0	0.00%	11	11	0	0.00%
WKS	WORKS SUPERVISOR	98	98	0	0.00%	102	102	0	0.00%
WRS	WR SUPERVISOR	20	20	0	0.00%	18	18	0	0.00%
	** TOTAL **	3140	2928	176	5.96%	3010	2863	147	4.88%

Data Source: MALEDOM.WK1

FEMREP.WK1 (02)
Prepared: 90/05/15

SENIOR OFFICER & EQUIVALENT CLASSFICATIONS*

	MARCH 1981	MARCH 1983	MARCH 1984	MARCH 1986	MARCH 1987	SEPT 1988	MARCH 1989	MARCH 1990
MALE	247	278	275	313	312	289	282	282
FEMALE	9	16	19	37	44	52	51	51
% of Total	3.52%	5.44%	6.46%	10.57%	12.36%	15.25%	15.32%	15.32%

* excluding Legal Counsel (LF) series

SENIOR OFFICER & EQUIVALENT CLASSFICATIONS*

	MARCH 1981	MARCH 1983	MARCH 1984	MARCH 1986	MARCH 1987	SEPT 1988	MARCH 1989	MARCH 1990
MALE	247	278	275	376	376	359	352	351
FEMALE	9	16	19	52	60	78	73	82
% of Total	3.52%	5.44%	6.46%	12.15%	13.76%	17.85%	17.18%	18.94%

* including Legal Counsel (LF) series

OTHER DATA RELATIVE TO WOMEN

SINCE ACCESS TO EMPLOYMENT IS NOT THE ISSUE WITH WOMEN BUT RATHER EQUITABLE DISTRIBUTION, THE FOLLOWING DATA IS BEING MONITORED RELATIVE TO WOMEN:

- 47.98% OF THE CIVIL SERVICE WORK FORCE
- 67.99% OF ALL NEW APPOINTMENTS
- 57.79% OF ALL BULLETINED COMPETITIONS
- 60.82% OF ALL PROMOTIONS
- TARGET GROUP WOMEN AS A PROPORTION OF ALL TARGET GROUP APPOINTMENTS WAS AS FOLLOWS IN 1989/90:

- NATIVE WOMEN	59.3%
- DISABLED WOMEN	42.1%
- VISIBLE MINORITY WOMEN	55.6%

- WOMEN COMPRISED 18.5% OF APPLICANTS TO COMPETITIONS FOR MALE DOMINATED CLASSIFICATIONS AND WERE SUCCESSFUL IN 25.6% OF THESE IN 1989/90.

DEPARTMENT	OCT 1984 # POSITIONS JOB SHARED	SEPT 1988 # POSITIONS JOB SHARED	MARCH 1989 # POSITIONS JOB SHARED	SEPT 1989 # POSITIONS JOB SHARED	MARCH 1990 # POSITIONS JOB SHARED
LEGISLATION	0	1	1	1	1
EXECUTIVE COUNCIL	0	0	0	0	0
AGRICULTURE	1	0	5	5	8
JUSTICE	4	27	19	20	21
COOP, CONSUMER & CORPORATE AFF	0	0	0	0	0
FINANCE	0	2	2	2	3
GOVERNMENT SERVICES	2	11	12	7	8
FAMILY SERVICES	12	17	29	41	46
INDUSTRY, TRADE & TOURISM	0	0	0	0	0
LABOUR	2	3	3	5	4
NATURAL RESOURCES	1	9	10	6	7
RURAL DEVELOPMENT	0	1	1	0	0
CULTURE, HERITAGE & RECREATION	1	2	1	2	5
HIGHWAYS & TRANSPORTATION	0	2	2	7	8
EDUCATION & TRAINING	7	11	15	18	17
CIVIL SERVICE COMMISSION	1	2	2	4	4
NORTHERN AFFAIRS	0	0	0	0	0
URBAN AFFAIRS	0	0	0	0	0
HEALTH	46	97	106	109	114
STATUS OF WOMEN	-	-	-	0	0
ENERGY & MINES	0	0	1	2	1
SENIORS DIRECTORATE	-	-	0	0	0
HOUSING	0	0	1	2	2
ENVIRONMENT	0	3	2	2	1
EMPLOYMENT SERVICES	2	4	8	-	-
**** TOTAL	79	192	220	233	250

Data Source: A15WBSR (90/03/24)

CLASSIFICATIONS REPRESENTED IN JOB-SHARE POSITIONS

CLASS CODE	CLASS DESCRIPTION	# OF POSITIONS REPRESENTED	# MALE	# FEMALE
AK1	ACCOUNTING CLERK 1	3		5
AK2	ACCOUNTING CLERK 2	3	1	5
AY2	ADMINISTRATIVE SECRETARY 2	9		18
AY3	ADMINISTRATIVE SECRETARY 3	26		52
BW1	BLDG SERVICE WORKER 1	5	6	4
CC2	CLERK OF COURT 2	4		8
CC4	CLERK OF COURT 4	1		2
CIB	COMM COLLEGE INSTRUCTOR B	3	1	5
CIC	COMM COLLEGE INSTRUCTOR C	2	1	3
CK2	COOK 2	1	1	1
CL2	CLERK 2	3		5
CL3	CLERK 3	7		13
CL4	CLERK 4	1		2
CM2	COURT COMMUNICATOR 2	2	2	2
CR3	COURT REPORTER 3	1		2
CT2	CLERK TYPIST 2	3		5
CT3	CLERK TYPIST 3	1		2
DA2	DENTAL ASSISTANT 2	1		2
DCO	DAY CARE COORDINATOR	5		8
DLN	DENTAL NURSE	3		6
EB1	ECON SECURITY COUNCILLOR 1	3		6
EB2	ECON SECURITY COUNCILLOR 2	2		4
EDC	EDUCATION CONSULTANT	1		2
ER1	ECON RESEARCH ANALYST 1	1		2
EXA	EXECUTIVE ASSISTANT	1		2
HE2	HOME ECONOMIST 2	3		5
HO2	HUMAN RIGHTS OFFICER 2	1		2
HS1	HLTH & SOCIAL DEV SPECIALIST 1	1		1
HS2	HLTH & SOCIAL DEV SPECIALIST 2	2		4
HS3	HLTH & SOCIAL DEV SPECIALIST 3	1		2
HS4	HLTH & SOCIAL DEV SPECIALIST 4	25	3	47
HS5	HLTH & SOCIAL DEV SPECIALIST 5	2		3
IND	INTERIOR DESIGNER	1		2
JC1	JUVENILE COUNSELLOR 1	1		2
KO2	KEYPUNCH OPERATOR 2	4		8
LF3	LEGAL COUNSEL 3	1		2
LG3	LANGUAGE SPECIALIST 3	1		1
LS3	EDUCATIONAL ASSISTANT 3	1		2
LY1	LIBRARY TECHNICIAN 1	1	1	1
MD1	MEDICAL OFFICER 1	1	1	1
MG1	MED TECHNOLOGIST 1	15	1	28
MG2	MED TECHNOLOGIST 2	5		10
MO2	MEDICAL OFFICER PSYCH 2	1	1	1
N1	NURSE 1	39	4	74
N2	NURSE 2	1	1	1
N3	NURSE 3	2		4

NM2	NURSE MENTAL HEALTH 2	1		2
P5	PROFESSIONAL OFFICER 5	2		4
PM1	PLANNING & PROGRAM ANALYST 1	1		2
PM2	PLANNING & PROGRAM ANALYST 2	1	1	1
RH1	RESEARCH ASSISTANT 1	1	1	1
RR3	RECREATION SPECIALIST 3	1	1	1
RS3	RESOURCE TECHNICIAN 3	1		2
SC1	STORES CLERK 1	2		4
SK1	SERVICE WORKER 1	1		2
SK2	SERVICE WORKER 2	8	1	15
SN1	PSYCH NURSE 1	13	5	20
SN2	PSYCH NURSE 2	11		20
SW2	SWITCHBOARD OPERATOR 2	1		2
TF3	TEACHER OF THE DEAF 3	1		0
WP2	WORD PROCESSOR 2	2		4
X2A	COMPUTER PROGRAMMER 2A	2		3
	** TOTAL **	250	33	450

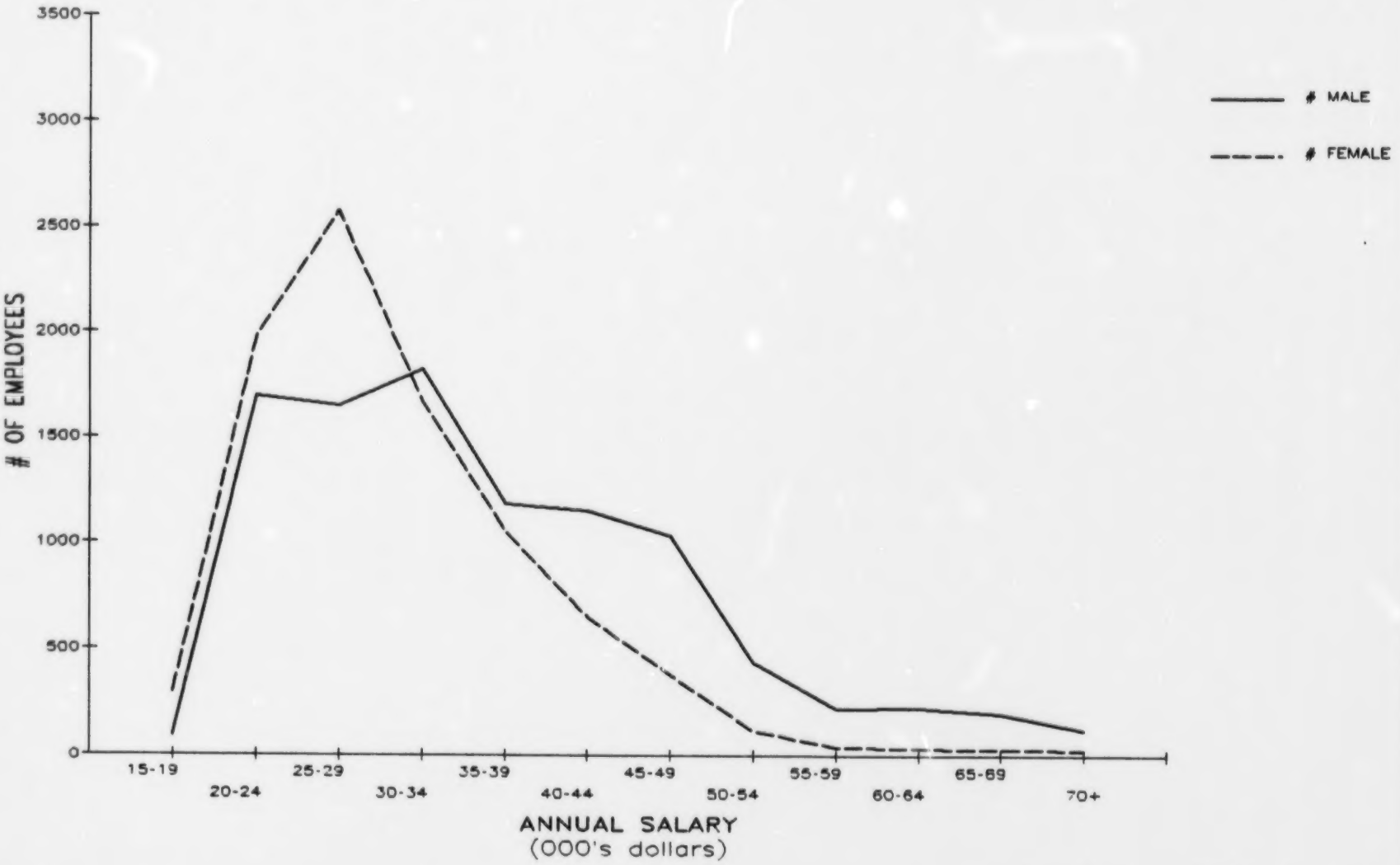
Data Source: A15WBSR (90/03)

PROVINCE OF MANITOBA

EMPLOYEE PAY ANALYSIS

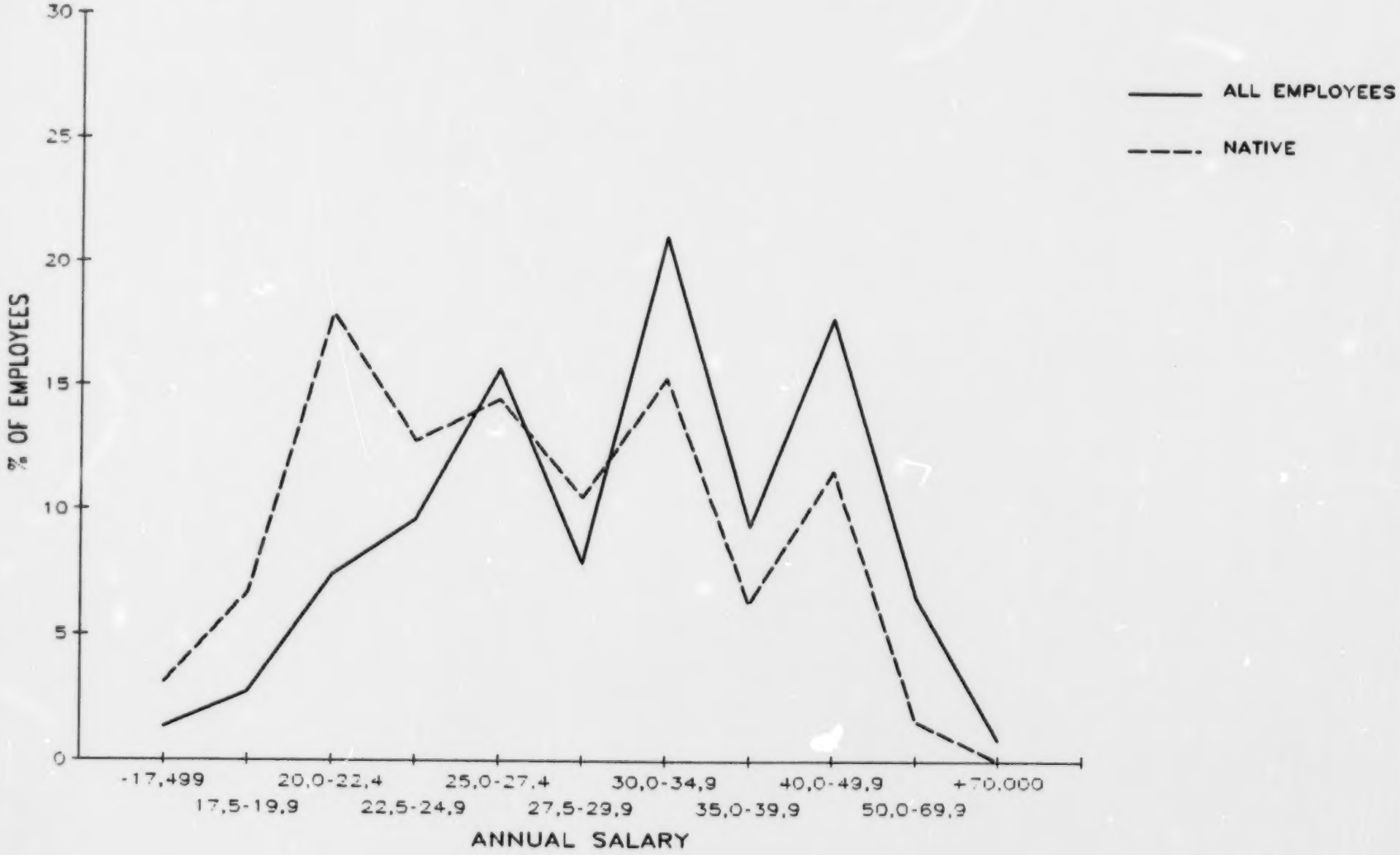
(Includes September 1989 G.P.I. & Pay Equity - Phase III)

TOTAL GOVERNMENT



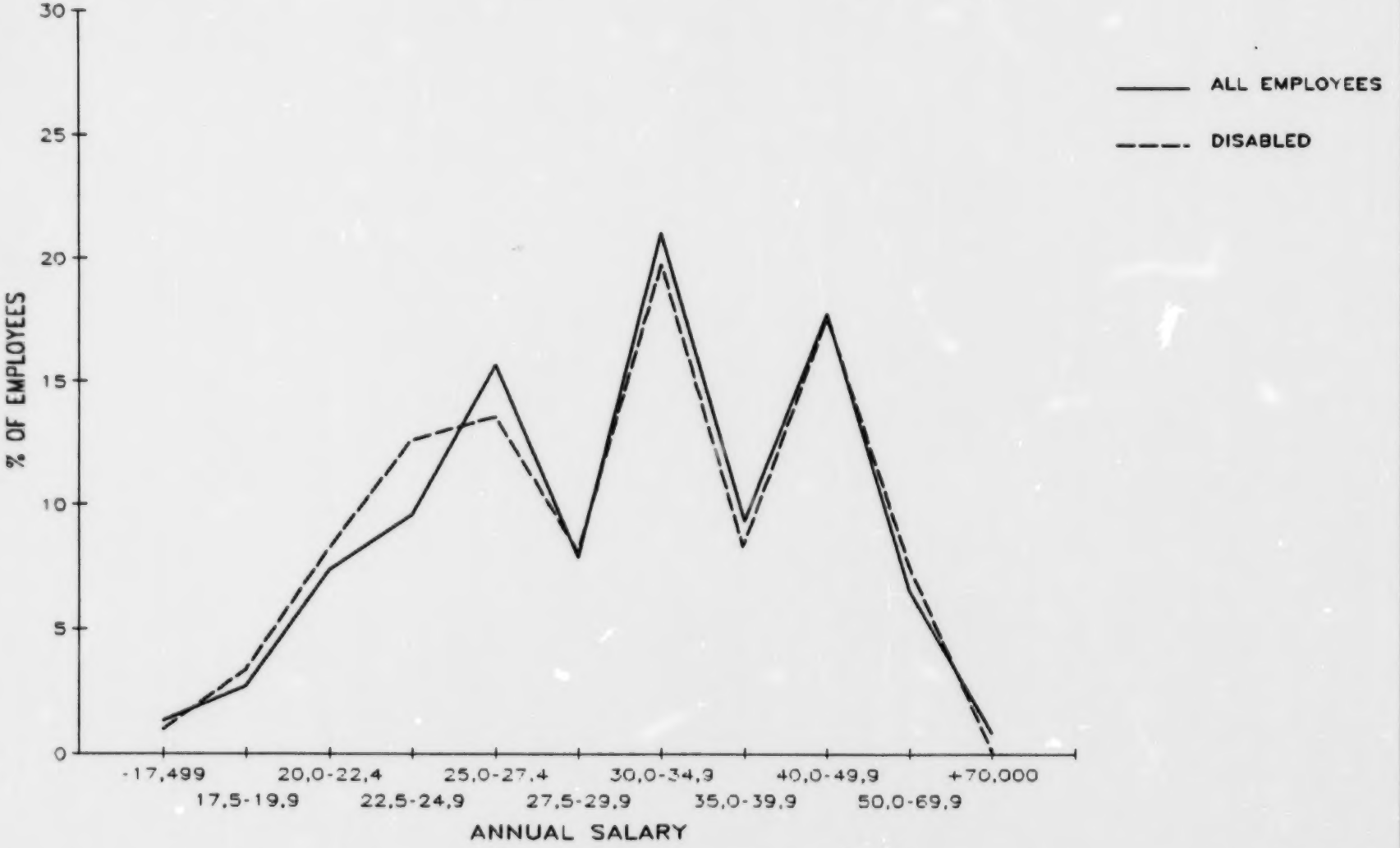
Data Source: PEDB03 (PAYANAL4)

GOVERNMENT OF MANITOBA
SALARY DISTRIBUTION
CIVIL SERVANT & TERM EMPLOYEES
ALL EMPLOYEES vs NATIVE



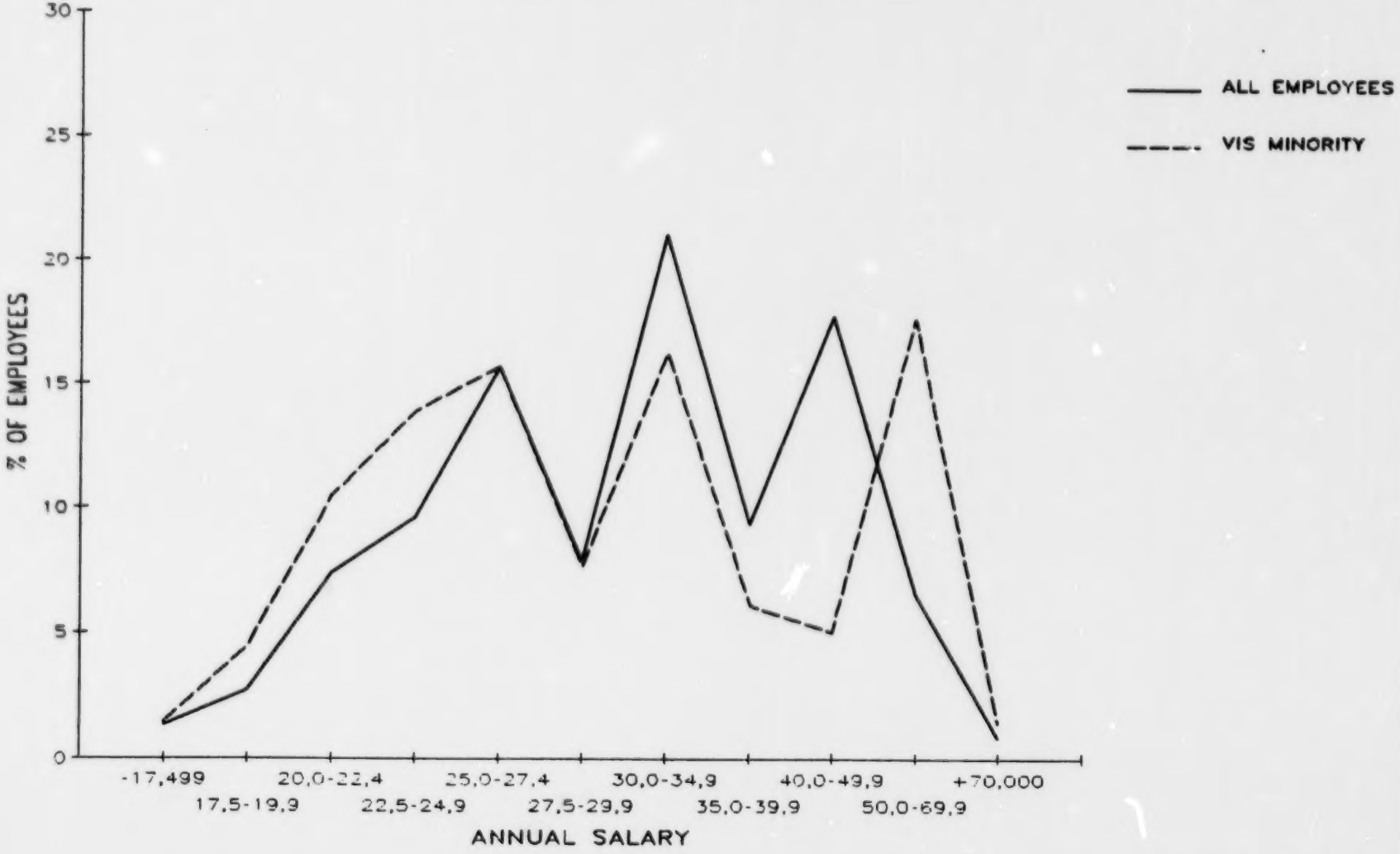
EFF JUNE 1990

GOVERNMENT OF MANITOBA
SALARY DISTRIBUTION
CIVIL SERVANT & TERM EMPLOYEES
ALL EMPLOYEES vs DISABLED



EFF JUNE 1990

GOVERNMENT OF MANITOBA
SALARY DISTRIBUTION
CIVIL SERVANT & TERM EMPLOYEES
ALL EMPLOYEES vs VISIBLE MINORITY



EFF JUNE 1990

RANKING BY REPRESENTATION OF WOMEN

DEPARTMENT	%
STATUS OF WOMEN	100.00
SENIORS DIRECTORATE	100.00
EXECUTIVE COUNCIL	78.72
HEALTH	75.96
CIVIL SERVICE COMMISSION	72.16
FAMILY SERVICES	68.01
URBAN AFFAIRS	60.00
COOP, CONSUMER & CORP AFFAIRS	59.46
LEGISLATION	59.06
CULTURE, HERITAGE & RECREATION	57.73
HOUSING	55.38
EDUCATION & TRAINING	55.12
NORTHERN AFFAIRS	53.45
FINANCE	52.59
AGRICULTURE	47.98
LABOUR	47.80
JUSTICE	46.96
INDUSTRY, TRADE & TOURISM	43.89
ENERGY & MINES	38.92
RURAL DEVELOPMENT	35.21
ENVIRONMENT	35.10
GOVERNMENT SERVICES	29.64
NATURAL RESOURCES	27.22
HIGHWAYS & TRANSPORTATION	18.07

RANKPROF.WK1 (Mar '90)
Data Source:COMPROF.W1

RANKING BY REPRESENTATION OF NATIVES

DEPARTMENT	%
NORTHERN AFFAIRS	24.14
NATURAL RESOURCES	8.06
CIVIL SERVICE COMMISSION	5.75
FAMILY SERVICES	5.03
LABOUR	5.03
HOUSING	4.78
JUSTICE	4.62
HIGHWAYS & TRANSPORTATION	4.33
EDUCATION & TRAINING	3.69
HEALTH	3.10
RURAL DEVELOPMENT	2.96
ENERGY & MINES	2.70
COOP, CONSUMER & CORP AFFAIRS	2.70
GOVERNMENT SERVICES	2.67
CULTURE, HERITAGE & RECREATION	1.59
ENVIRONMENT	1.44
FINANCE	1.18
INDUSTRY, TRADE & TOURISM	0.90
AGRICULTURE	0.39
SENIORS DIRECTORATE	0.00
URBAN AFFAIRS	0.00
STATUS OF WOMEN	0.00
LEGISLATION	0.00
EXECUTIVE COUNCIL	0.00

RANKPROF.WK1 (Mar '90)
Data Source:COMPROF.W1

RANKING BY REPRESENTATION OF DISABLED

DEPARTMENT	%
NORTHERN AFFAIRS	6.03
CIVIL SERVICE COMMISSION	5.15
LABOUR	4.72
RURAL DEVELOPMENT	4.44
ENERGY & MINES	4.32
FINANCE	4.25
COOP, CONSUMER & CORP AFFAIRS	4.05
GOVERNMENT SERVICES	3.55
CULTURE, HERITAGE & RECREATION	3.41
ENVIRONMENT	3.37
FAMILY SERVICES	2.99
AGRICULTURE	2.50
JUSTICE	2.40
NATURAL RESOURCES	2.03
HOUSING	1.99
HEALTH	1.80
EDUCATION & TRAINING	1.70
INDUSTRY, TRADE & TOURISM	1.36
HIGHWAYS & TRANSPORTATION	1.10
LEGISLATION	0.58
URBAN AFFAIRS	0.00
SENIORS DIRECTORATE	0.00
EXECUTIVE COUNCIL	0.00
STATUS OF WOMEN	0.00

RANKPROF.WK1 (Mar '90)
Data Source:COMPROF.W1

RANKING BY REPRESENTATION OF VISIBLE MINORITY

DEPARTMENT	%
STATUS OF WOMEN	14.29
URBAN AFFAIRS	10.00
CIVIL SERVICE COMMISSION	6.19
HOUSING	5.98
FINANCE	5.90
CULTURE, HERITAGE & RECREATION	4.77
GOVERNMENT SERVICES	4.44
COOP, CONSUMER & CORP AFFAIRS	4.05
ENVIRONMENT	3.85
LABOUR	3.77
NORTHERN AFFAIRS	3.45
AGRICULTURE	3.28
HEALTH	2.94
LEGISLATION	2.92
ENERGY & MINES	2.70
FAMILY SERVICES	2.67
RURAL DEVELOPMENT	2.66
JUSTICE	2.48
EDUCATION & TRAINING	2.38
NATURAL RESOURCES	1.25
HIGHWAYS & TRANSPORTATION	0.98
INDUSTRY, TRADE & TOURISM	0.45
SENIORS DIRECTORATE	0.00
EXECUTIVE COUNCIL	0.00

RANKPROF.WK1 (Mar '90)
Data Source:COMPROF.W1

Table 1A - Assumptions:

* no employment growth (employment = 19,000 as at March 1989)
* turnover restricted to 5% (applies equally to target groups)
* compensating factor of 6.5% applied to previous year appointments until target has been reached
* 20-year goal of 10% of total employment

TABLE 1A

	NATIVE				
FISCAL YEAR	Representation at Beginning of Fiscal Yr	Proj. Yearly Turnover	Appt Target	Representation at End of Fiscal Yr	% Rep.
1989 - 90	750	40	89	799	4.20
1990 - 91	799	40	92	851	4.48
1991 - 92	851	43	98	906	4.77
1992 - 93	906	45	104	965	5.08
1993 - 94	965	48	111	1028	5.41
1994 - 95	1028	51	118	1094	5.76
1995 - 96	1094	55	126	1165	6.13
1996 - 97	1165	58	134	1241	6.53
1997 - 98	1241	62	143	1322	6.96
1998 - 99	1322	66	152	1408	7.41
1999 - 2000	1408	70	162	1499	7.89
2000 - 2001	1499	75	172	1597	8.40
2001 - 2002	1597	80	184	1701	8.95
2002 - 2003	1701	85	196	1811	9.53
2003 - 2004	1811	91	208	1929	10.15

AATARG4.wk1

Table 1B - Assumptions:

* no employment growth (employment = 19,000 as at March 1989)
* turnover restricted to 5% (applies equally to target groups)
* compensating factor of 8% applied to previous year appointments until target has been reached
* 20-year goal of 7% of total employment

TABLE 1B

	DISABLED				
FISCAL YEAR	Representation at Beginning of Fiscal Yr	Proj. Yearly Turnover	Appt Target	Representation at End of Fiscal Yr	% Rep.
1989 - 90	428	22	56	462	2.43
1990 - 91	462	23	60	499	2.63
1991 - 92	499	25	65	539	2.84
1992 - 93	539	27	70	582	3.06
1993 - 94	582	29	76	629	3.31
1994 - 95	629	31	82	679	3.57
1995 - 96	679	34	88	734	3.86
1996 - 97	734	37	95	792	4.17
1997 - 98	792	40	103	856	4.50
1998 - 99	856	43	111	924	4.86
1999 - 2000	924	46	120	998	5.25
2000 - 2001	998	50	130	1078	5.67
2001 - 2002	1078	54	140	1164	6.13
2002 - 2003	1164	58	151	1257	6.62
2003 - 2004	1257	63	163	1358	7.15

AATARG4.wk1

Table 1C - Assumptions:

* no employment growth (employment = 19,000 as at March 1989)
* turnover restricted to 5% (applies equally to target groups)
* compensating factor of 6.5% applied to previous year appointments until target has been reached
* 20-year goal of 6% of total employment

TABLE 1C

	VISIBLE MINORITY				
FISCAL YEAR	Representation at Beginning of Fiscal Yr	Proj. Yearly Turnover	Appt Target	Representation at End of Fiscal Yr	% Rep.
1989 - 90	459	24	54	489	2.57
1990 - 91	489	24	56	521	2.74
1991 - 92	521	26	60	554	2.92
1992 - 93	554	28	64	590	3.11
1993 - 94	590	30	68	629	3.31
1994 - 95	629	31	72	670	3.52
1995 - 96	670	33	77	713	3.75
1996 - 97	713	36	82	760	4.00
1997 - 98	760	38	87	809	4.26
1998 - 99	809	40	93	862	4.53
1999 - 2000	862	43	99	918	4.83
2000 - 2001	918	46	106	977	5.14
2001 - 2002	977	49	112	1041	5.48
2002 - 2003	1041	52	120	1108	5.83
2003 - 2004	1108	55	127	1180	6.21

RECOGNITION

1. The CIVIL SERVICE COMMISSION and NORTHERN AFFAIRS are the only departments with above average representation and above labor force availability in all four (4) Affirmative Action target groups.

2. The DEPARTMENT OF HOUSING demonstrated an outstanding commitment to Affirmative Action in the past year. 16.67% of all competitions were filled by Native, Disabled, or Visible Minority applicants and 43.34% of all new appointments were from these target groups.

3. Other departments showing above average results in both competition and new appointment activity were:

ENERGY & MINES
ENVIRONMENT
FAMILY SERVICES
FINANCE
GOVERNMENT SERVICES
NATURAL RESOURCES